## **Annual EEO Public File Report Form**

#### KGAN/KFXA

### **Annual EEO Public File Report**

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KGAN/KFXA, Cedar Rapids, IA and is required to be placed in the public inspection files of this station, and posted on the web site, if it has a web site.

The information contained in this Report covers the time period beginning  $\underline{10/01/10}$  to and including  $\underline{9/30/11}$  (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contains the following information:

- 1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
- 2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
- 3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- 5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed "interviewed" when he or she was interviewed in person.

## Appendix 1 to

## Annual EEO Public File Report Form

# Covering the Period from 10/01/10 to 9/30/11

# Station Comprising Station Employment Unit: KGAN

## Section 1: Vacancy Information

|    | Full-time Positions<br>Filled By job Title | Recruitment Source of Hiree  | Total Number of Interviewees from All sources for This Position |
|----|--|------------------------------|---|
| 1  | Reporter (1)                               | Referral                     | 1   |
| 2  | Weekend Sports Reporter (1)                | Internal                     | 1   |
| 3  | General Manager (1)                        | Internal                     | 2   |
| 4  | Commercial Production Asst. (2)            | Internal (2)                 | 6   |
| 5  | Photographer (1)                           | Referral                     | 2   |
| 6  | Production Assistant (1)                   | Internal (Natural Promotion) | 1   |
| 7  | Managing Editor (1)                        | Sbgi.net                     | 3   |
| 8  | Multi Media Journalist (1)                 | Referral                     | 2   |
| 9  | Multi Media Journalist (1)                 | Internal                     | 1   |
| 10 | Commercial Production Asst. (1)            | Internal                     | 6   |
| 11 | Production Assistant (1)                   | Internal                     | 1   |
| 12 | Local Sales Manager (1)                    | Referral                     | 2   |

| 13   Newscast Producer (2)   Internal (1)   Sbgi.net (1)     14   Producer (1)   Internal   1     15   Senior Promotion Producer (1)   Referral   5     16   Producer (1)   Internal   1     17   Chief Engineer (1)   Internal   1     18   Master Control Operator (1)   Internal   1     19   Assistant Chief Engineer (1)   Internal   1     20   Director Technical Production (1)   Internal   1     21   Traffic Copy Coordinator (1)   Internal   3     22   Production Assistant (1)   Internal   1     23   Photographer (4)   Referral (1)   Indeed.com (1)   Sbgi.net (1)   Internal (1)     24   Local Sales Assistant (1)   Sbgi.net   3     25   Multi Media Journalist (1)   Tvjobs.com   1     26   Anchor/Reporter (2)   Carcerbuilder.com (1)   4     27   Promotion Coordinator (2)   Referral (1)   KGAN.com (1)   3     28   Master Control Operator (2)   Referral (1)   KGAN.com (1)   3     29   Engineering Technician (1)   Internal   6   |     |                                   |                       |      |
|---|-----|-----------------------------------|-----------------------|------|
| Sbgi.net (1)  | 1.2 | N. (0)                            |                       |      |
| 14         Producer (1)         Internal         1           15         Senior Promotion Producer (1)         Referral         5           16         Producer (1)         Internal         1           17         Chief Engineer (1)         Internal         1           18         Master Control Operator (1)         Internal         1           19         Assistant Chief Engineer (1)         Internal         1           20         Director Technical Production (1)         Internal         1           21         Traffic Copy Coordinator (1)         Internal         3           22         Production Assistant (1)         Internal         1           23         Photographer (4)         Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)         9           24         Local Sales Assistant (1)         Sbgi.net (1) Internal (1)         3           25         Multi Media Journalist (1)         Tvjobs.com (1)         4           26         Anchor/Reporter (2)         Careerbuilder.com (1) Tyjobs.com (1)         4           27         Promotion Coordinator (1)         Carcerbuilder.com (1) KGAN.com (1)         3 | 13  | Newscast Producer (2)             | 7 *                   | 5    |
| 15   Senior Promotion Producer (1)   Referral   5   |     |                                   | Sbg1.net (1)          |      |
| 15   Senior Promotion Producer (1)   Referral   5   | 1.4 | Duo dano au (1)                   | T . 1                 |      |
| 16   Producer (1)   Internal   1   1   1   1   1   1   1   1   1  | 14  | Producer (1)                      | Internal              | 1    |
| 16   Producer (1)   Internal   1   1   1   1   1   1   1   1   1  |     |                                   |                       |      |
| 16   Producer (1)   Internal   1   1   1   1   1   1   1   1   1  | 15  | Senior Promotion Producer (1)     | D of correct          | ,,,, |
| 17         Chief Engineer (1)         Internal         1           18         Master Control Operator (1)         Internal         1           19         Assistant Chief Engineer (1)         Internal         1           20         Director Technical Production (1)         Internal         1           21         Traffic Copy Coordinator (1)         Internal         1           22         Production Assistant (1)         Internal         1           23         Photographer (4)         Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)         9           24         Local Sales Assistant (1)         Sbgi.net (3)         3           25         Multi Media Journalist (1)         Tvjobs.com (1)         4           26         Anchor/Reporter (2)         Carcerbuilder.com (1) Tvjobs.com (1)         4           27         Promotion Coordinator (1)         Carcerbuilder.com (4) KGAN.com (1)         3  | 1.5 | Senior Fromoulon Froducer (1)     | Referral              | )    |
| 17         Chief Engineer (1)         Internal         1           18         Master Control Operator (1)         Internal         1           19         Assistant Chief Engineer (1)         Internal         1           20         Director Technical Production (1)         Internal         1           21         Traffic Copy Coordinator (1)         Internal         1           22         Production Assistant (1)         Internal         1           23         Photographer (4)         Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)         9           24         Local Sales Assistant (1)         Sbgi.net (3)         3           25         Multi Media Journalist (1)         Tvjobs.com (1)         4           26         Anchor/Reporter (2)         Carcerbuilder.com (1) Tvjobs.com (1)         4           27         Promotion Coordinator (1)         Carcerbuilder.com (4) KGAN.com (1)         3  |     |                                   | İ                     |      |
| 17         Chief Engineer (1)         Internal         1           18         Master Control Operator (1)         Internal         1           19         Assistant Chief Engineer (1)         Internal         1           20         Director Technical Production (1)         Internal         1           21         Traffic Copy Coordinator (1)         Internal         1           22         Production Assistant (1)         Internal         1           23         Photographer (4)         Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)         9           24         Local Sales Assistant (1)         Sbgi.net (3)         3           25         Multi Media Journalist (1)         Tvjobs.com (1)         4           26         Anchor/Reporter (2)         Carcerbuilder.com (1) Tvjobs.com (1)         4           27         Promotion Coordinator (1)         Carcerbuilder.com (4) KGAN.com (1)         3  | 16  | Producer (1)                      | Internal              | 1    |
| 18         Master Control Operator (1)         Internal         1           19         Assistant Chief Engineer (1)         Internal         1           20         Director Technical Production (1)         Internal         1           21         Traffic Copy Coordinator (1)         Internal         3           22         Production Assistant (1)         Internal         1           23         Photographer (4)         Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)         9           24         Local Sales Assistant (1)         Sbgi.net (1) Internal (1)         3           25         Multi Media Journalist (1)         Tvjobs.com         1           26         Anchor/Reporter (2)         Careerbuilder.com (1) Tvjobs.com (1)         4           27         Promotion Coordinator (1)         Careerbuilder.com (2)         4           28         Master Control Operator (2)         Referral (1) KGAN.com (1)         3  | 10  | Troducer (1)                      | Internal              | 1    |
| 18         Master Control Operator (1)         Internal         1           19         Assistant Chief Engineer (1)         Internal         1           20         Director Technical Production (1)         Internal         1           21         Traffic Copy Coordinator (1)         Internal         3           22         Production Assistant (1)         Internal         1           23         Photographer (4)         Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)         9           24         Local Sales Assistant (1)         Sbgi.net (1) Internal (1)         3           25         Multi Media Journalist (1)         Tvjobs.com         1           26         Anchor/Reporter (2)         Careerbuilder.com (1) Tvjobs.com (1)         4           27         Promotion Coordinator (1)         Careerbuilder.com (2)         4           28         Master Control Operator (2)         Referral (1) KGAN.com (1)         3  |     |                                   |                       |      |
| 18         Master Control Operator (1)         Internal         1           19         Assistant Chief Engineer (1)         Internal         1           20         Director Technical Production (1)         Internal         1           21         Traffic Copy Coordinator (1)         Internal         3           22         Production Assistant (1)         Internal         1           23         Photographer (4)         Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)         9           24         Local Sales Assistant (1)         Sbgi.net (1) Internal (1)         3           25         Multi Media Journalist (1)         Tvjobs.com         1           26         Anchor/Reporter (2)         Careerbuilder.com (1) Tvjobs.com (1)         4           27         Promotion Coordinator (1)         Careerbuilder.com (2)         4           28         Master Control Operator (2)         Referral (1) KGAN.com (1)         3  | 17  | Chief Engineer (1)                | Internal              | 1    |
| 19 Assistant Chief Engineer (1) Internal 1 20 Director Technical Production (1) Internal 1 21 Traffic Copy Coordinator (1) Internal 3 22 Production Assistant (1) Internal 1 23 Photographer (4) Referral (1) 9 Indeed.com (1) Sbgi.net (1) Internal (1) 24 Local Sales Assistant (1) Sbgi.net 3 25 Multi Media Journalist (1) Tvjobs.com 1 26 Anchor/Reporter (2) Careerbuilder.com (1) 4 Tvjobs.com (1) 27 Promotion Coordinator (1) Careerbuilder.com 4 28 Master Control Operator (2) Referral (1) KGAN.com (1) 3   |     |                                   |                       | 1    |
| 19 Assistant Chief Engineer (1) Internal 1 20 Director Technical Production (1) Internal 1 21 Traffic Copy Coordinator (1) Internal 3 22 Production Assistant (1) Internal 1 23 Photographer (4) Referral (1) 9 Indeed.com (1) Sbgi.net (1) Internal (1) 24 Local Sales Assistant (1) Sbgi.net 3 25 Multi Media Journalist (1) Tvjobs.com 1 26 Anchor/Reporter (2) Careerbuilder.com (1) 4 Tvjobs.com (1) 27 Promotion Coordinator (1) Careerbuilder.com 4 28 Master Control Operator (2) Referral (1) KGAN.com (1) 3   | i   |                                   |                       |      |
| 19       Assistant Chief Engineer (1)       Internal       1         20       Director Technical Production (1)       Internal       1         21       Traffic Copy Coordinator (1)       Internal       3         22       Production Assistant (1)       Internal       1         23       Photographer (4)       Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)       9         24       Local Sales Assistant (1)       Sbgi.net (1) Internal (1)       3         25       Multi Media Journalist (1)       Tvjobs.com       1         26       Anchor/Reporter (2)       Careerbuilder.com (1) Tvjobs.com (1)       4         27       Promotion Coordinator (1)       Careerbuilder.com (2)       4         28       Master Control Operator (2)       Referral (1) KGAN.com (1)       3  | 18  | Master Control Operator (1)       | Internal              | 1    |
| 20   Director Technical Production (1)   Internal   1   |     |                                   | 1                     | 1    |
| 20   Director Technical Production (1)   Internal   1   |     |                                   |                       |      |
| 21       Traffic Copy Coordinator (1)       Internal       3         22       Production Assistant (1)       Internal       1         23       Photographer (4)       Referral (1)  | 19  | Assistant Chief Engineer (1)      | Internal              | 1    |
| 21       Traffic Copy Coordinator (1)       Internal       3         22       Production Assistant (1)       Internal       1         23       Photographer (4)       Referral (1)  |     |                                   |                       |      |
| 21       Traffic Copy Coordinator (1)       Internal       3         22       Production Assistant (1)       Internal       1         23       Photographer (4)       Referral (1)  |     |                                   |                       |      |
| 22       Production Assistant (1)       Internal       1         23       Photographer (4)       Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)       9         24       Local Sales Assistant (1)       Sbgi.net       3         25       Multi Media Journalist (1)       Tvjobs.com       1         26       Anchor/Reporter (2)       Careerbuilder.com (1) Tvjobs.com (1)       4         27       Promotion Coordinator (1)       Careerbuilder.com       4         28       Master Control Operator (2)       Referral (1) KGAN.com (1)       3   | 20  | Director Technical Production (1) | Internal              | 1    |
| 22       Production Assistant (1)       Internal       1         23       Photographer (4)       Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)       9         24       Local Sales Assistant (1)       Sbgi.net       3         25       Multi Media Journalist (1)       Tvjobs.com       1         26       Anchor/Reporter (2)       Careerbuilder.com (1) Tvjobs.com (1)       4         27       Promotion Coordinator (1)       Careerbuilder.com       4         28       Master Control Operator (2)       Referral (1) KGAN.com (1)       3   |     |                                   |                       |      |
| 22       Production Assistant (1)       Internal       1         23       Photographer (4)       Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)       9         24       Local Sales Assistant (1)       Sbgi.net       3         25       Multi Media Journalist (1)       Tvjobs.com       1         26       Anchor/Reporter (2)       Careerbuilder.com (1) Tvjobs.com (1)       4         27       Promotion Coordinator (1)       Careerbuilder.com       4         28       Master Control Operator (2)       Referral (1) KGAN.com (1)       3   |     |                                   |                       |      |
| 23       Photographer (4)       Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)       9         24       Local Sales Assistant (1)       Sbgi.net       3         25       Multi Media Journalist (1)       Tvjobs.com       1         26       Anchor/Reporter (2)       Careerbuilder.com (1) Tvjobs.com (1)       4         27       Promotion Coordinator (1)       Careerbuilder.com       4         28       Master Control Operator (2)       Referral (1) KGAN.com (1)       3  | 21  | Traffic Copy Coordinator (1)      | Internal              | 3    |
| 23       Photographer (4)       Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)       9         24       Local Sales Assistant (1)       Sbgi.net       3         25       Multi Media Journalist (1)       Tvjobs.com       1         26       Anchor/Reporter (2)       Careerbuilder.com (1) Tvjobs.com (1)       4         27       Promotion Coordinator (1)       Careerbuilder.com       4         28       Master Control Operator (2)       Referral (1) KGAN.com (1)       3  |     |                                   |                       |      |
| 23       Photographer (4)       Referral (1) Indeed.com (1) Sbgi.net (1) Internal (1)       9         24       Local Sales Assistant (1)       Sbgi.net       3         25       Multi Media Journalist (1)       Tvjobs.com       1         26       Anchor/Reporter (2)       Careerbuilder.com (1) Tvjobs.com (1)       4         27       Promotion Coordinator (1)       Careerbuilder.com       4         28       Master Control Operator (2)       Referral (1) KGAN.com (1)       3  |     | D 1 (1)                           |                       |      |
| Indeed.com (1) Sbgi.net (1) Internal (1)  24 Local Sales Assistant (1)  Sbgi.net  3  25 Multi Media Journalist (1)  Tvjobs.com  1  26 Anchor/Reporter (2)  Careerbuilder.com (1)  Tvjobs.com (1)  27 Promotion Coordinator (1)  Careerbuilder.com  4  28 Master Control Operator (2)  Referral (1)  KGAN.com (1)  3   | 22  | Production Assistant (1)          | Internal              | 1    |
| Indeed.com (1) Sbgi.net (1) Internal (1)  24 Local Sales Assistant (1)  Sbgi.net  3  25 Multi Media Journalist (1)  Tvjobs.com  1  26 Anchor/Reporter (2)  Careerbuilder.com (1)  Tvjobs.com (1)  27 Promotion Coordinator (1)  Careerbuilder.com  4  28 Master Control Operator (2)  Referral (1)  KGAN.com (1)  3   |     |                                   |                       |      |
| Indeed.com (1) Sbgi.net (1) Internal (1)  24 Local Sales Assistant (1)  Sbgi.net  3  25 Multi Media Journalist (1)  Tvjobs.com  1  26 Anchor/Reporter (2)  Careerbuilder.com (1)  Tvjobs.com (1)  27 Promotion Coordinator (1)  Careerbuilder.com  4  28 Master Control Operator (2)  Referral (1)  KGAN.com (1)  3   | 22  | Photographer (4)                  | D.C. 1(1)             |      |
| Sbgi.net (1) Internal (1)  24 Local Sales Assistant (1)  Sbgi.net  3  25 Multi Media Journalist (1)  Tvjobs.com  1  26 Anchor/Reporter (2)  Careerbuilder.com (1)  Tvjobs.com (1)  27 Promotion Coordinator (1)  Careerbuilder.com  4  28 Master Control Operator (2)  Referral (1)  KGAN.com (1)  3  | 2.5 | Filotographer (4)                 |                       | 9    |
| Internal (1)  24 Local Sales Assistant (1)  25 Multi Media Journalist (1)  26 Anchor/Reporter (2)  Careerbuilder.com (1)  Tvjobs.com (1)  27 Promotion Coordinator (1)  Careerbuilder.com  4  28 Master Control Operator (2)  Referral (1)  KGAN.com (1)  |     |                                   |                       |      |
| 24 Local Sales Assistant (1) Sbgi.net 3  25 Multi Media Journalist (1) Tvjobs.com 1  26 Anchor/Reporter (2) Careerbuilder.com (1) 4  Tvjobs.com (1) 4  27 Promotion Coordinator (1) Careerbuilder.com 4  28 Master Control Operator (2) Referral (1) KGAN.com (1)   |     |                                   |                       |      |
| 25 Multi Media Journalist (1) Tvjobs.com 1  26 Anchor/Reporter (2) Careerbuilder.com (1) 4  Tvjobs.com (1) 4  27 Promotion Coordinator (1) Careerbuilder.com 4  28 Master Control Operator (2) Referral (1)   | 24  | Local Sales Assistant (1)         | - <u> </u>            | 2    |
| 26 Anchor/Reporter (2) Careerbuilder.com (1) 4 Tvjobs.com (1)  27 Promotion Coordinator (1) Careerbuilder.com 4  28 Master Control Operator (2) Referral (1) KGAN.com (1)   | 27  | Local Bales Assistant (1)         | Sugi.net              | 3    |
| 26 Anchor/Reporter (2) Careerbuilder.com (1) 4 Tvjobs.com (1)  27 Promotion Coordinator (1) Careerbuilder.com 4  28 Master Control Operator (2) Referral (1) KGAN.com (1)   |     |                                   |                       |      |
| 26 Anchor/Reporter (2) Careerbuilder.com (1) 4 Tvjobs.com (1)  27 Promotion Coordinator (1) Careerbuilder.com 4  28 Master Control Operator (2) Referral (1) KGAN.com (1)   | 2.5 | Multi Media Journalist (1)        | Tyjobs com            |      |
| Tvjobs.com (1)  27 Promotion Coordinator (1) Careerbuilder.com  4  28 Master Control Operator (2) Referral (1) KGAN.com (1)   |     | (1)                               | 1 1/1005.0011         | 1    |
| Tvjobs.com (1)  27 Promotion Coordinator (1) Careerbuilder.com  4  28 Master Control Operator (2) Referral (1) KGAN.com (1)   |     |                                   |                       |      |
| Tvjobs.com (1)  27 Promotion Coordinator (1) Careerbuilder.com  4  28 Master Control Operator (2) Referral (1) KGAN.com (1)   | 26  | Anchor/Reporter (2)               | Careerbuilder.com (1) | 4    |
| 27 Promotion Coordinator (1) Careerbuilder.com 4  28 Master Control Operator (2) Referral (1)   |     |                                   |                       | '    |
| 28 Master Control Operator (2) Referral (1) 3 KGAN.com (1)  |     |                                   |                       |      |
| 28 Master Control Operator (2) Referral (1) 3 KGAN.com (1)  | 27  | Promotion Coordinator (1)         | Careerbuilder.com     | 4    |
| KGAN.com (1)  |     | , ,                               |                       |      |
| KGAN.com (1)  |     |                                   |                       |      |
|   | 28  | Master Control Operator (2)       |                       | 3    |
| 29 Engineering Technician (1) Internal 6  |     |                                   | KGAN.com (1)          |      |
| 29 Engineering Technician (1) Internal 6  |     |                                   |                       |      |
|   | 29  | Engineering Technician (1)        | Internal              | 6    |
|   |     |                                   |                       |      |

| 30 | Director Technical Production (1) | Internal  | 1  |
|----|-----------------------------------|---|----|
| 31 | Production Assistant (2)          | Internal (2)  | 3  |
| 32 | Account Executive (5)             | Corridorcareers.com (1) Careerbuilder.com (1) Referral (2) Internal (1) | 21 |
| 33 | General Sales Manager (1)         | Internal  | 3  |

Total Number of Persons Interviewed During Applicable Period: 106

## Appendix 2 to

## Annual EEO Public File Report Form

# Covering the Period from 10/01/10 to 9/30/11

# Station Comprising Station Employment Unit: KGAN

# Section 2: Recruitment Source Information

|   | Recruitment Source          | Total Number of   | Full-time Positions for             |
|---|-----------------------------|-------------------|-------------------------------------|
|   | (Name, Address, Telephone   | Interviewees This | Which This Source Was Utilized      |
|   | Number,                     | Source Has        | which this source was offized       |
|   | Contact Person)             | Provided During   |                                     |
|   | ,                           | This Period (If   |                                     |
|   |                             | Any)              |                                     |
| 1 | African American Historical | 0                 | Reporter                            |
|   | Museum and Cultural         | 0                 | Weekend Sports Reporter             |
|   | Center of Iowa              | 0                 | General Manager                     |
|   | Linn Koos                   | 0                 | Commercial Production Assistant (2) |
|   | 55 12 <sup>th</sup> Ave SE  | 0                 | Photographer (2)                    |
|   | Cedar Rapids, IA 52406-     | 0                 | Production Assistant                |
|   | 1626                        | 0                 | Managing Editor                     |
|   | 319-862-2101                | 0                 | Multi Media Journalist              |
|   |                             | 0                 | Multi Media Journalist              |
|   |                             | 0                 | Commercial Production Assistant     |
|   |                             | 0                 | Production Assistant                |
|   |                             | 0                 | Local Sales Manager                 |
|   |                             | 0                 | Newscast Producer (2)               |
|   |                             | 0                 | Producer                            |
|   |                             | 0                 | Senior Promotion Producer           |
|   |                             | 0                 | Producer                            |
|   |                             | 0                 | Chief Engineer                      |
|   |                             | 0                 | Master Control Operator             |
|   |                             | 0                 | Assistant Chief Engineer            |
|   |                             | 0                 | Director Technical Production       |
|   |                             | 0                 | Traffic Copy Coordinator            |
|   |                             | 0                 | Production Assistant                |
|   |                             | 0                 | Photographer (4)                    |
|   |                             | 0                 | Local Sales Assistant               |
|   |                             | 0                 | Multi Media Journalist              |
|   |                             | 0                 | Anchor/Reporter (2)                 |
|   |                             | 0                 | Promotion Coordinator               |
| } |                             | 0                 | Master Control Operator (2)         |
|   |                             | 0                 | Engineering Technician              |
|   |                             | 0                 | Director Technical Production       |
|   |                             | 0                 | Production Assistant (2)            |
|   |                             | 0                 | Account Executive                   |

|     |                             | 0  | General Sales Manager                      |
|-----|-----------------------------|--|--|
| 2   | Clarke College              | 0  | Reporter                                   |
|     | Jane Gassman                | 0  | Weekend Sports Reporter                    |
|     | 1550 Clarke Drive           | 0  | General Manager                            |
|     | Dubuque, IA 52001           | 0  | Commercial Production Assistant (2)        |
|     | 563-588-6321                | 0  | Photographer (2)                           |
|     |                             | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$       | Production Assistant                       |
|     |                             | 0  | Managing Editor                            |
|     | İ                           | 0  | Multi Media Journalist                     |
|     |                             | 0  | Multi Media Journalist                     |
|     |                             | 0  |  |
|     |                             | 0  | Commercial Production Assistant            |
|     |                             |  | Production Assistant                       |
|     |                             | 0  | Local Sales Manager                        |
|     |                             | 0  | Newscast Producer (2)                      |
|     |                             | 0  | Producer                                   |
|     |                             | 0 .  | Senior Promotion Producer                  |
|     |                             | 0  | Producer                                   |
|     |                             | 0  | Chief Engineer                             |
|     |                             | 0  | Master Control Operator                    |
| l   |                             | 0  | Assistant Chief Engineer                   |
|     |                             | 0  | Director Technical Production              |
|     |                             | 0  | Traffic Copy Coordinator                   |
| [   |                             | 0  | Production Assistant                       |
|     |                             | 0  | Photographer (4)                           |
|     |                             | 0  | Local Sales Assistant                      |
|     |                             | 0  | Multi Media Journalist                     |
|     |                             | 0  | Anchor/Reporter (2)                        |
|     |                             | 0  | Promotion Coordinator                      |
| İ   |                             | 0  | Master Control Operator (2)                |
|     |                             | 0  | Engineering Technician                     |
|     |                             | Ö  | Director Technical Production              |
|     |                             |  |  |
|     |                             | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$       | Production Assistant (2) Account Executive |
|     |                             | 0  |  |
| 3   | Coe College                 | 0  | General Sales Manager                      |
| ا ً | Judi Dirks                  | 0  | Reporter                                   |
| ł   | 1220 1 <sup>st</sup> Ave NE |  | Weekend Sports Reporter                    |
| ľ   |                             | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$       | General Manager                            |
|     | Cedar Rapids, IA 52402      | 0  | Commercial Production Assistant (2)        |
|     | 319-399-8500                | 0  | Photographer                               |
|     |                             | 0  | Production Assistant                       |
|     |                             | 0  | Managing Editor                            |
|     |                             | 0  | Multi Media Journalist                     |
|     |                             | 0  | Multi Media Journalist                     |
|     |                             | 0  | Commercial Production Assistant            |
| 1   |                             | 0  | Production Assistant                       |
|     |                             | 0  | Local Sales Manager                        |
|     |                             | 0  | Newscast Producer (2)                      |
|     |                             | 0  | Producer                                   |
|     |                             | 0  | Senior Promotion Producer                  |
|     |                             | 0  | Producer                                   |
|     |                             | $\begin{vmatrix} \mathring{0} \end{vmatrix}$ | Chief Engineer                             |
|     |                             | 0  | Master Control Operator                    |
| 1   |                             | 0  | Assistant Chief Engineer                   |

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|   |                                 | 0                                      | Director Technical Production       |
|---|---------------------------------|--|-------------------------------------|
|   |                                 | 0                                      | Traffic Copy Coordinator            |
|   | 1                               | 0                                      | Production Assistant                |
|   |                                 | 0                                      | Photographer (4)                    |
|   |                                 | 0                                      | Local Sales Assistant               |
| - |                                 | 0                                      | Multi Media Journalist              |
|   |                                 | 0                                      | Anchor/Reporter (2)                 |
|   |                                 | 0                                      | Promotion Coordinator               |
| i | ]                               | 0                                      | Master Control Operator (2)         |
|   |                                 | 0                                      | Engineering Technician              |
|   |                                 | 0                                      | Director Technical Production       |
| ļ |                                 | 0                                      | Production Assistant (2)            |
|   |                                 | 0                                      | Account Executive                   |
|   |                                 | 0                                      | General Sales Manager               |
| 4 | Collective Talent               | 0                                      |                                     |
| ` | Michael Bille                   | o o                                    | Reporter                            |
|   | 26150 Hersheyvalley             | 0                                      | Weekend Sports Reporter             |
|   | Franklin, MI 48025              | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Photographer                        |
|   | 11ankim, wii 48023              |  | Managing Editor                     |
|   | ·                               | 0                                      | Multi Media Journalist              |
|   |                                 | 0                                      | Multi Media Journalist              |
|   |                                 | 0                                      | Newscast Producer (2)               |
|   |                                 | 0                                      | Producer                            |
|   |                                 | 0                                      | Producer                            |
|   |                                 | 0                                      | Photographer (4)                    |
|   |                                 | 0                                      | Multi Media Journalist              |
|   |                                 | 0                                      | Anchor/Reporter (2)                 |
| 5 | Compall Callaga                 |  |                                     |
| ) | Cornell College Career Services | 0                                      | Reporter                            |
|   |                                 | 0                                      | Weekend Sports Reporter             |
|   | 600 First Street West           | 0                                      | General Manager                     |
|   | Mt. Vernon, IA 52314            | 0                                      | Commercial Production Assistant (2) |
|   | 319-985-4000                    | 0                                      | Photographer                        |
|   |                                 | 0                                      | Production Assistant                |
|   |                                 | 0                                      | Managing Editor                     |
|   |                                 | 0                                      | Multi Media Journalist              |
|   |                                 | 0                                      | Multi Media Journalist              |
| İ |                                 | 0                                      | Commercial Production Assistant     |
|   |                                 | 0                                      | Production Assistant                |
|   |                                 | 0                                      | Local Sales Manager                 |
|   |                                 | 0                                      | Newscast Producer (2)               |
|   |                                 | 0                                      | Producer (2)                        |
|   |                                 | $ \tilde{0} $                          | Senior Promotion Producer           |
|   |                                 | 0                                      | Producer                            |
|   |                                 | ő                                      | Chief Engineer                      |
| ł |                                 |  |                                     |
| - |                                 | 0                                      | Master Control Operator             |
|   |                                 |  | Assistant Chief Engineer            |
| - |                                 | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Director Technical Production       |
| ĺ |                                 | 0                                      | Traffic Copy Coordinator            |
|   |                                 | 0                                      | Production Assistant                |
| ŀ |                                 | 0                                      | Photographer (4)                    |
|   |                                 | 0                                      | Local Sales Assistant               |
|   |                                 | 0                                      | Multi Media Journalist              |
|   |                                 | 0                                      | Anchor/Reporter (2)                 |

|         | T                                  |   |                                     |
|---------|------------------------------------|---|-------------------------------------|
|         |                                    | 0 | Promotion Coordinator               |
|         |                                    | 0 | Master Control Operator (2)         |
|         |                                    | 0 | Engineering Technician              |
|         |                                    | 0 | Director Technical Production       |
|         |                                    | 0 | Production Assistant (2)            |
|         |                                    | 0 | Account Executive                   |
| <u></u> |                                    | 0 | General Sales Manager               |
| 6       | Drake University                   | 0 | Reporter                            |
|         | College of Business and            | 0 | Weekend Sports Reporter             |
|         | Public Administration              | 0 | General Manager                     |
|         | School of Journalism and           | 0 | Commercial Production Assistant (2) |
|         | Mass Communication                 | 0 | Photographer                        |
|         | Annette Watson                     | 0 | Production Assistant                |
|         | 2507 University Ave                | 0 | Managing Editor                     |
|         | Des Moines, IA 50311               | 0 | Multi Media Journalist              |
|         | 515-271-4715                       | 0 | Multi Media Journalist              |
|         |                                    | 0 | Commercial Production Assistant     |
|         |                                    |   | Production Assistant                |
|         |                                    |   |                                     |
|         |                                    | 0 | Local Sales Manager                 |
|         |                                    |   | Newscast Producer (2)               |
|         |                                    | 0 | Producer                            |
|         |                                    | 0 | Senior Promotion Producer           |
|         |                                    | 0 | Producer                            |
|         |                                    | 0 | Chief Engineer                      |
|         |                                    | 0 | Master Control Operator             |
|         |                                    | 0 | Assistant Chief Engineer            |
|         |                                    | 0 | Director Technical Production       |
|         |                                    | 0 | Traffic Copy Coordinator            |
|         |                                    | 0 | Production Assistant                |
|         |                                    | 0 | Photographer (4)                    |
|         |                                    | 0 | Local Sales Assistant               |
|         |                                    | 0 | Multi Media Journalist              |
|         |                                    | 0 | Anchor/Reporter (2)                 |
|         |                                    | 0 | Promotion Coordinator               |
|         |                                    | 0 | Master Control Operator (2)         |
|         |                                    | 0 | Engineering Technician              |
|         |                                    | 0 | Director Technical Production       |
|         |                                    | 0 | Production Assistant (2)            |
|         |                                    | 0 | Account Executive                   |
|         |                                    | 0 | General Sales Manager               |
| 7       | HACAP                              | 0 |                                     |
| '       | Jean Murphy                        | 0 | Reporter Wooken'd Sports Bosoutes   |
|         | 1515 Hawkeye Dr.                   | 0 | Weekend Sports Reporter             |
|         |                                    |   | General Manager                     |
|         | Hiawatha, IA 52233<br>319-393-7811 | 0 | Commercial Production Assistant (2) |
|         | J17~J7J~ / <b>0</b> 11             | 0 | Photographer                        |
|         |                                    | 0 | Production Assistant                |
|         |                                    | 0 | Managing Editor                     |
|         |                                    | 0 | Multi Media Journalist              |
|         |                                    | 0 | Multi Media Journalist              |
|         |                                    | 0 | Commercial Production Assistant     |
|         |                                    | 0 | Production Assistant                |
|         |                                    | 0 | Local Sales Manager                 |
|         |                                    | 0 | Newscast Producer (2)               |

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|   | <u> </u>                | 0                                      | Producer                            |
|---|-------------------------|--|-------------------------------------|
|   |                         | 0                                      | Senior Promotion Producer           |
|   |                         | 0                                      | Producer                            |
|   |                         | 0                                      | Chief Engineer                      |
|   |                         | 0                                      | Master Control Operator             |
| - |                         | 0                                      | Assistant Chief Engineer            |
| İ |                         | 0                                      | Director Technical Production       |
|   | 1                       | 0                                      | Traffic Copy Coordinator            |
|   | !                       | 0                                      | Production Assistant                |
|   |                         | 0                                      | Photographer (4)                    |
|   |                         | 0                                      | Local Sales Assistant               |
|   |                         | 0                                      | Multi Media Journalist              |
|   |                         | 0                                      | Anchor/Reporter (2)                 |
|   |                         | 0                                      | Promotion Coordinator               |
|   |                         | 0                                      | Master Control Operator (2)         |
|   |                         | 0                                      | Engineering Technician              |
|   |                         | 0                                      | Director Technical Production       |
|   |                         | 0                                      | Production Assistant (2)            |
|   |                         | 0                                      | Account Executive                   |
|   |                         | 0                                      | · -                                 |
| 8 | Hawkeye Community       | 0                                      | General Sales Manager               |
| " | College                 | l .                                    | Reporter                            |
|   | Leah Clark              | 0                                      | Weekend Sports Reporter             |
|   | 1                       | 0                                      | General Manager                     |
|   | 1501 East Orange Road   | 0                                      | Commercial Production Assistant (2) |
|   | Waterloo, IA 50704-8015 | 0                                      | Photographer                        |
| 1 | 319-296-4295            | 0                                      | Production Assistant                |
|   |                         | 0                                      | Managing Editor                     |
|   |                         | 0                                      | Multi Media Journalist              |
|   |                         | 0                                      | Multi Media Journalist              |
|   |                         | 0                                      | Commercial Production Assistant     |
|   |                         | 0                                      | Production Assistant                |
|   |                         | 0                                      | Local Sales Manager                 |
|   |                         | 0                                      | Newscast Producer (2)               |
|   |                         | 0                                      | Producer                            |
|   |                         | 0                                      | Senior Promotion Producer           |
|   |                         | 0                                      | Producer                            |
|   |                         | 0                                      | Chief Engineer                      |
|   |                         | 0                                      | Master Control Operator             |
|   |                         | 0                                      | Assistant Chief Engineer            |
| į |                         | 0                                      | Director Technical Production       |
|   |                         | 0                                      | Traffic Copy Coordinator            |
|   |                         | 0                                      | Production Assistant                |
|   |                         |  | Photographer (4)                    |
|   |                         | ů                                      | Local Sales Assistant               |
|   |                         | 0                                      | Multi Media Journalist              |
|   |                         | 0                                      | Anchor/Reporter (2)                 |
| ! |                         | 0                                      | Promotion Coordinator               |
|   |                         | 0                                      | ****                                |
|   |                         |  | Master Control Operator (2)         |
|   |                         | 0                                      | Engineering Technician              |
|   |                         | 0                                      | Director Technical Production       |
|   |                         | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Production Assistant (2)            |
|   |                         | 0                                      | Account Executive                   |
|   |                         | 0                                      | General Sales Manager               |

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| 9  | Hispanic Link News Service | 0                                      | D                                   |
|----|----------------------------|--|-------------------------------------|
| '  | Carlos Ericksen            |  | Reporter                            |
|    | 1420 N St NW               | 0                                      | Weekend Sports Reporter             |
|    |                            | 0                                      | General Manager                     |
|    | Washington, DC 20005       | 0                                      | Commercial Production Assistant (2) |
|    | 22-234-0280                | 0                                      | Photographer                        |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Managing Editor                     |
|    |                            | 0                                      | Multi Media Journalist              |
|    |                            | 0                                      | Multi Media Journalist              |
| 1  |                            | 0                                      | Commercial Production Assistant     |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Local Sales Manager                 |
|    |                            | 0                                      | Newscast Producer (2)               |
|    |                            | 0                                      | Producer                            |
|    |                            | 0                                      | Senior Promotion Producer           |
|    |                            | 0                                      | Producer                            |
|    |                            | 0                                      | Chief Engineer                      |
|    |                            | 0                                      |                                     |
|    |                            | 0                                      | Master Control Operator             |
|    |                            | 0                                      | Assistant Chief Engineer            |
|    |                            |  | Director Technical Production       |
|    |                            | 0                                      | Traffic Copy Coordinator            |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Photographer (4)                    |
|    |                            | 0                                      | Local Sales Assistant               |
|    |                            | 0                                      | Multi Media Journalist              |
| i  |                            | 0                                      | Anchor/Reporter (2)                 |
|    |                            | 0                                      | Promotion Coordinator               |
|    |                            | 0                                      | Master Control Operator (2)         |
|    |                            | 0                                      | Engineering Technician              |
|    |                            | 0                                      | Director Technical Production       |
|    |                            | 0                                      | Production Assistant (2)            |
|    |                            | 0                                      | Account Executive                   |
|    |                            | 0                                      | General Sales Manager               |
| 10 | Iowa Broadcasters          | 0                                      | Reporter                            |
|    | Association                | 0                                      | Weekend Sports Reporter             |
|    | Sue Toma                   | 0                                      | General Manager                     |
|    | P.O. Box 71186             | 0                                      | Commercial Production Assistant (2) |
|    | Des Moines, IA 50325       | ő                                      | Photographer                        |
| i  | 515-224-7237               | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Production Assistant                |
|    |                            | 0                                      |                                     |
|    |                            | 0                                      | Managing Editor                     |
|    |                            |  | Multi Media Journalist              |
|    |                            | 0                                      | Multi Media Journalist              |
|    |                            | 0                                      | Commercial Production Assistant     |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Local Sales Manager                 |
|    |                            | 0                                      | Newscast Producer (2)               |
|    |                            | 0                                      | Producer                            |
|    |                            | 0                                      | Senior Promotion Producer           |
|    |                            | 0                                      | Producer                            |
|    |                            | 0                                      | Chief Engineer                      |
|    |                            | 0                                      | Master Control Operator             |
| ,  |                            | 0                                      | Assistant Chief Engineer            |
|    |                            | 0                                      | Director Technical Production       |
| 1  |                            | <u> </u>                               | Director Technical Production       |

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|     |                           |  | <u> </u>                                      |
|-----|---------------------------|--|---|
|     |                           | 0                                      | Traffic Copy Coordinator                      |
|     |                           | 0                                      | Production Assistant                          |
|     |                           | 0                                      | Photographer (4)                              |
|     |                           | 0                                      | Local Sales Assistant                         |
|     |                           | 0                                      | Multi Media Journalist                        |
|     |                           | 0                                      | Anchor/Reporter (2)                           |
|     |                           | 0                                      | Promotion Coordinator                         |
|     |                           | 0                                      | Master Control Operator (2)                   |
|     |                           | 0                                      | Engineering Technician                        |
|     |                           | 0                                      | Director Technical Production                 |
|     |                           | 0                                      | Production Assistant (2)                      |
|     |                           | 0                                      | Account Executive                             |
|     |                           | Ö                                      | General Sales Manager                         |
| 11  | Iowa Wesleyan College     | 0                                      |   |
| * 1 | Heidi Seegers             |  | Reporter                                      |
|     | 601 N Main St             |  | Weekend Sports Reporter                       |
|     |                           | $\bigcup_{i=1}^{n}$                    | General Manager                               |
|     | Mt. Pleasant, IA 52641    | 0                                      | Commercial Production Assistant (2)           |
|     | 319-385-6375              | 0                                      | Photographer                                  |
| İ   | ]                         | 0                                      | Production Assistant                          |
|     |                           | 0                                      | Managing Editor                               |
|     |                           | 0                                      | Multi Media Journalist                        |
|     |                           | 0                                      | Multi Media Journalist                        |
|     |                           | 0                                      | Commercial Production Assistant               |
|     |                           | 0                                      | Production Assistant                          |
|     |                           | 0                                      | Local Sales Manager                           |
|     |                           | 0                                      | Newscast Producer (2)                         |
|     |                           | 0                                      | Producer                                      |
|     |                           | 0                                      | Senior Promotion Producer                     |
|     |                           | 0                                      | Producer                                      |
|     |                           | 0                                      | Chief Engineer                                |
|     |                           | 0                                      | Master Control Operator                       |
|     |                           | l o                                    | Assistant Chief Engineer                      |
|     |                           | 0                                      | Director Technical Production                 |
|     |                           | 0                                      |   |
|     |                           | 0                                      | Traffic Copy Coordinator Production Assistant |
|     |                           |  | 1   |
|     |                           | ·                                      | Photographer (4)                              |
|     |                           | 0                                      | Local Sales Assistant                         |
|     |                           | 0                                      | Multi Media Journalist                        |
|     |                           | 0                                      | Anchor/Reporter (2)                           |
|     |                           | 0                                      | Promotion Coordinator                         |
|     |                           | 0                                      | Master Control Operator (2)                   |
|     |                           | 0                                      | Engineering Technician                        |
|     |                           | 0                                      | Director Technical Production                 |
|     |                           | 0                                      | Production Assistant (2)                      |
|     |                           | 0                                      | Account Executive                             |
|     |                           | 0                                      | General Sales Manager                         |
| 12  | Iowa Workforce            | 0                                      | Reporter                                      |
|     | Development Center        | 0                                      | Weekend Sports Reporter                       |
|     | Carla Loverink            | 0                                      | General Manager                               |
|     | 800 7 <sup>th</sup> St SE | 0                                      | Commercial Production Assistant (2)           |
|     | Cedar Rapids, IA 52401    | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Photographer (2)                              |
|     | 319-365-9474              | 0                                      | Production Assistant                          |
|     | · · · ·                   | 0                                      | Managing Editor                               |
|     |                           |  | I wanaging lantor                             |

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|----------|-----------------------------|--|--|
|          |                             | 0  | Multi Media Journalist                 |
|          |                             | 0  | Multi Media Journalist                 |
|          |                             | 0  | Commercial Production Assistant        |
|          |                             | 0  | Production Assistant                   |
|          |                             | 0  | Local Sales Manager                    |
|          | i                           | 0  | Newscast Producer (2)                  |
|          |                             | 0  | Producer                               |
|          |                             | 0  | Senior Promotion Producer              |
|          |                             | 0  | Producer                               |
|          |                             | 0  | Chief Engineer                         |
|          |                             | 0  | Master Control Operator                |
|          |                             | 0  | Assistant Chief Engineer               |
| 1        |                             | 0  | Director Technical Production          |
|          |                             | 0  | Traffic Copy Coordinator               |
|          |                             | 0  | Production Assistant                   |
|          |                             | 0  | Photographer (4)                       |
|          |                             | 0  | Local Sales Assistant                  |
|          |                             | 0  | Multi Media Journalist                 |
|          |                             | 0  | Anchor/Reporter (2)                    |
|          |                             | 0  | Promotion Coordinator                  |
|          |                             | 1  | Master Control Operator (2)            |
|          |                             | 0  | Engineering Technician                 |
|          |                             | 0  | Director Technical Production          |
|          |                             | Ö  | Production Assistant (2)               |
|          |                             | 0  | Account Executive                      |
|          |                             | O  | General Sales Manager                  |
| 13       | Jane Boyd Community         | 0  | Reporter                               |
|          | House                       | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$       | Weekend Sports Reporter                |
|          | Joyce Rucker                | 0  | General Manager                        |
|          | 943 14 <sup>th</sup> Ave SE | Ö  | Commercial Production Assistant (2)    |
|          | Cedar Rapids, IA 52401      | $\begin{vmatrix} \mathring{0} \end{vmatrix}$ | Photographer (2)                       |
|          | 319-366-0431                | 0  | Production Assistant                   |
|          | 313 300 0 131               | 0  |  |
|          |                             | 0  | Managing Editor Multi Media Journalist |
|          |                             | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$       | Multi Media Journalist                 |
| İ        |                             | 0  | Commercial Production Assistant        |
|          |                             | 0  | Production Assistant                   |
|          |                             |  |  |
| i        |                             | 0  | Local Sales Manager                    |
|          |                             | 0  | Newscast Producer (2)                  |
|          |                             |  | Producer                               |
|          |                             | 0  | Senior Promotion Producer              |
| ]        |                             | 0  | Producer                               |
|          |                             | 0  | Chief Engineer                         |
|          |                             | 0  | Master Control Operator                |
|          |                             | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$       | Assistant Chief Engineer               |
|          |                             | 0  | Director Technical Production          |
|          |                             | 0  | Traffic Copy Coordinator               |
|          |                             | 0  | Production Assistant                   |
|          |                             | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$       | Photographer (4)                       |
|          |                             | 0  | Local Sales Assistant                  |
|          |                             | 0  | Multi Media Journalist                 |
|          |                             | 0  | Anchor/Reporter (2)                    |
| <u> </u> |                             | 0  | Promotion Coordinator                  |

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|    |                            | 10                                     | Master Control O                    |
|----|----------------------------|--|-------------------------------------|
|    |                            | 0                                      | Master Control Operator (2)         |
|    |                            | 0                                      | Engineering Technician              |
|    |                            | 0                                      | Director Technical Production       |
|    |                            | 0                                      | Production Assistant (2)            |
|    |                            | 0                                      | Account Executive                   |
|    | T. 1                       | 0                                      | General Sales Manager               |
| 14 | Kaplan University          | 0                                      | Reporter                            |
|    | Destiny Hastings           | 0                                      | Weekend Sports Reporter             |
|    | 3165 Edgewood Pkwy         | 0                                      | General Manager                     |
|    | Cedar Rapids, IA 52404     | 0                                      | Commercial Production Assistant (2) |
|    | 319-362-9082               | 0                                      | Photographer                        |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Managing Editor                     |
|    |                            | 0                                      | Multi Media Journalist              |
|    |                            | 0                                      | Multi Media Journalist              |
|    |                            | 0                                      | Commercial Production Assistant     |
|    |                            | 0                                      | Production Assistant                |
| Ì  |                            | 0                                      | Local Sales Manager                 |
|    |                            | 0                                      | Newscast Producer (2)               |
|    |                            | 0                                      | Producer (2)                        |
|    |                            |  | Senior Promotion Producer           |
|    |                            |  |                                     |
|    |                            | 0                                      | Producer                            |
|    |                            |  | Chief Engineer                      |
|    |                            | 0                                      | Master Control Operator             |
| İ  |                            | 0                                      | Assistant Chief Engineer            |
|    |                            | 0                                      | Director Technical Production       |
|    |                            | 0                                      | Traffic Copy Coordinator            |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Photographer (4)                    |
|    |                            | 0                                      | Local Sales Assistant               |
|    |                            | 0                                      | Multi Media Journalist              |
|    |                            | 0                                      | Anchor/Reporter (2)                 |
|    |                            | 0                                      | Promotion Coordinator               |
|    |                            | 0                                      | Master Control Operator (2)         |
|    |                            | 0                                      | Engineering Technician              |
|    |                            | 0                                      | Director Technical Production       |
|    |                            | 0                                      | Production Assistant (2)            |
|    |                            | 0                                      | Account Executive                   |
|    |                            | 0                                      | General Sales Manager               |
| 15 | Kirkwood Community         | 0                                      | Reporter                            |
|    | College                    | 0                                      | Weekend Sports Reporter             |
|    | Career Services Department | 0                                      | General Manager                     |
|    | 6301 Kirkwood Blvd         | Ö                                      |                                     |
|    | Cedar Rapids, IA 52404     | 0                                      | Commercial Production Assistant (2) |
|    | 319-398-5517               |  | Photographer                        |
|    | J17-J90-JJ1/               | 0                                      | Production Assistant                |
|    |                            | 0                                      | Managing Editor                     |
|    |                            | $\begin{bmatrix} 0 \\ 2 \end{bmatrix}$ | Multi Media Journalist              |
|    |                            | 0                                      | Multi Media Journalist              |
|    |                            | 0                                      | Commercial Production Assistant     |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Local Sales Manager                 |
| ł  |                            | 0                                      | Newscast Producer (2)               |
|    |                            | 0                                      | Producer                            |

| 0 Senior Promotion Producer Producer                              | cer           |
|---|---------------|
| U Producer  | 001           |
|   |               |
| 0 Chief Engineer  |               |
| 0 Master Control Operator   |               |
| 0 Assistant Chief Engineer  | 2             |
| 0 Director Technical Produ  | uction        |
| 0 Traffic Copy Coordinate   | r             |
| 0 Production Assistant  |               |
| 0 Photographer (4)  |               |
| 0 Local Sales Assistant   |               |
| 0 Multi Media Journalist  |               |
| 0 Anchor/Reporter (2)   |               |
| 0 Promotion Coordinator   |               |
| 0 Master Control Operator   | (2)           |
| 0 Engineering Technician  | (2)           |
| 0 Director Technical Produ  | noti ou       |
|   | ection        |
| (2)   |               |
|   |               |
| 0 General Sales Manager   16 Madison Media Institute   0 Reporter |               |
| 1 Topoltoi  |               |
| W outside Sports Reports  | r             |
| 2702 Agriculture Dr 0 General Manager                             |               |
| Madison, WI 53718 0 Commercial Production                         | Assistant (2) |
| 1-800-236-4997 0 Photographer                                     |               |
| 0 Production Assistant  |               |
| 0 Managing Editor   |               |
| 0 Multi Media Journalist  |               |
| 0 Multi Media Journalist  | •             |
| 0 Commercial Production   | Assistant     |
| 0 Production Assistant  |               |
| 0 Local Sales Manager   |               |
| 0 Newscast Producer (2)   |               |
| 0 Producer  |               |
| 0 Senior Promotion Produc   | er            |
| 0 Producer  |               |
| 0 Chief Engineer  |               |
| 0 Master Control Operator   |               |
| 0 Assistant Chief Engineer  |               |
| 0 Director Technical Produ  |               |
| 0 Traffic Copy Coordinato   |               |
| 0 Production Assistant  | 1             |
| 0 Photographer (4)  |               |
| 0 Flotographer (4) 0 Local Sales Assistant                        |               |
| 0 Local Sales Assistant<br>0 Multi Media Journalist               |               |
|   | •             |
|   |               |
| Promotion Coordinator   | (0)           |
| Master Control Operator   | (2)           |
| Engineering Technician  | .             |
| Director Technical Produ  | ction         |
| Production Assistant (2)  | i             |
| 0 Account Executive   |               |
| 0 General Sales Manager   |               |
| 17 Ms. Foundation for Women 0 Reporter                            |               |

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| Wandall Snymas                            |  | TYL 1 1CL . T                                 |
|---|--|---|
| Wendall Snypes                            |  | Weekend Sports Reporter                       |
| 12 Metro Tech (<br>26 <sup>th</sup> Floor |  | General Manager                               |
|   | 0                                      | Commercial Production Assistant (2)           |
| Brookly, NY 11                            | •                                      | Photographer                                  |
| 212-742-2300                              | 0                                      | Production Assistant                          |
|   | $  \stackrel{0}{\circ}  $              | Managing Editor                               |
|   | 0                                      | Multi Media Journalist                        |
|   | 0                                      | Multi Media Journalist                        |
|   | 0                                      | Commercial Production Assistant               |
|   | 0                                      | Production Assistant                          |
|   | 0                                      | Local Sales Manager                           |
|   | 0                                      | Newscast Producer (2)                         |
|   | 0                                      | Producer                                      |
|   | 0                                      | Senior Promotion Producer                     |
|   | 0                                      | Producer                                      |
|   | 0                                      | Chief Engineer                                |
|   | 0                                      | Master Control Operator                       |
|   | 0                                      | Assistant Chief Engineer                      |
|   |  | Director Technical Production                 |
|   | 0                                      |   |
|   | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Traffic Copy Coordinator Production Assistant |
|   |  | ** *  |
|   |  | Photographer (4)                              |
|   | ſ                                      | Local Sales Assistant                         |
| ,   | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Multi Media Journalist                        |
|   | 0                                      | Anchor/Reporter (2)                           |
|   | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Promotion Coordinator                         |
|   | 0                                      | Master Control Operator (2)                   |
|   | 0                                      | Engineering Technician                        |
|   | . 0                                    | Director Technical Production                 |
|   | 0                                      | Production Assistant (2)                      |
|   | 0                                      | Account Executive                             |
|   | 0                                      | General Sales Manager                         |
| 18 Mt. Mercy Colle                        | ge 0                                   | Reporter                                      |
| Cheyl Redd                                | 0                                      | Weekend Sports Reporter                       |
| 1330 Elmhurst D                           | Pr NE 0                                | General Manager                               |
| Cedar Rapids, IA                          | x 52402 0                              | Commercial Production Assistant (2)           |
| 319-363-8213                              | 0                                      | Photographer                                  |
|   | 0                                      | Production Assistant                          |
|   | 0                                      | Managing Editor                               |
|   | 0                                      | Multi Media Journalist                        |
|   |  | Multi Media Journalist                        |
|   | Ö                                      | Commercial Production Assistant               |
|   |  | Production Assistant Production Assistant     |
|   | 0                                      | Local Sales Manager                           |
|   | 0                                      |   |
|   | O                                      | Newscast Producer (2)                         |
|   |  | Producer                                      |
|   | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Senior Promotion Producer                     |
|   | 0                                      | Producer                                      |
|   | 0                                      | Chief Engineer                                |
|   | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Master Control Operator                       |
|   | 0                                      | Assistant Chief Engineer                      |
|   | 0                                      | Director Technical Production                 |
|   | 0                                      | Traffic Copy Coordinator                      |

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|----|-------------------------|--|-------------------------------------|
|    |                         | 0  | Production Assistant                |
|    |                         | 0  | Photographer (4)                    |
|    |                         | 0  | Local Sales Assistant               |
|    |                         | 0  | Multi Media Journalist              |
|    |                         | 0  | Anchor/Reporter (2)                 |
|    |                         | 0  | Promotion Coordinator               |
|    |                         | 0  | Master Control Operator (2)         |
| Ì  |                         | 0  | Engineering Technician              |
|    |                         | 0  | Director Technical Production       |
|    |                         | 0  | Production Assistant (2)            |
|    |                         | 0  | Account Executive                   |
|    |                         | 0  | General Sales Manager               |
| 19 | NAACP – National        | 0  | Reporter                            |
|    | Headquarters            | 0  | Weekend Sports Reporter             |
|    | Nancy Bailey            | 0  | General Manager                     |
|    | 4805 Mt. Hope Drive     | 0  | Commercial Production Assistant (2) |
|    | Baltimore, MD 21215     | 0  | Photographer (2)                    |
|    | 410-580-5111            | 0  | Production Assistant                |
|    | 110 300 3111            | 0 .  |                                     |
|    |                         |  | Managing Editor                     |
|    |                         | 0  | Multi Media Journalist              |
|    | ·                       | 0  | Multi Media Journalist              |
|    |                         | 0  | Commercial Production Assistant     |
|    |                         | 0  | Production Assistant                |
|    |                         | 0  | Local Sales Manager                 |
|    |                         | 0  | Newscast Producer (2)               |
|    |                         | 0  | Producer                            |
|    |                         | 0  | Senior Promotion Producer           |
|    |                         | 0  | Producer                            |
|    |                         | 0  | Chief Engineer                      |
|    |                         | 0  | Master Control Operator             |
|    |                         | 0  | Assistant Chief Engineer            |
|    |                         | 0  | Director Technical Production       |
|    |                         | 0  | Traffic Copy Coordinator            |
|    |                         | 0  | Production Assistant                |
|    |                         | 0  | Photographer (4)                    |
|    |                         | 0  | Local Sales Assistant               |
|    |                         | 0  | Multi Media Journalist              |
|    |                         | $\begin{vmatrix} \mathring{0} \end{vmatrix}$ | Anchor/Reporter (2)                 |
|    | <u> </u>                | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$       | Promotion Coordinator               |
|    |                         | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$       |                                     |
|    |                         | 0  | Master Control Operator (2)         |
|    |                         |  | Engineering Technician              |
|    |                         | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$       | Director Technical Production       |
|    |                         | 0  | Production Assistant (2)            |
|    |                         | 0  | Account Executive                   |
| 20 | NI-421 4 1 2 2          | 0  | General Sales Manager               |
| 20 | National Association of | 0  | Reporter                            |
|    | Black Journalists       | 0  | Weekend Sports Reporter             |
|    | 8701-A Adelphi Rd       | 0  | General Manager                     |
|    | Adelphi, MD 20783       | 0  | Commercial Production Assistant (2) |
|    | 1-866-479-6225          | 0  | Photographer                        |
|    |                         | 0  | Production Assistant                |
|    |                         | 0  | Managing Editor                     |
|    |                         | 0  | Multi Media Journalist              |

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|    | T                       |  |                                     |
|----|-------------------------|--|-------------------------------------|
|    |                         | 0                                      | Multi Media Journalist              |
|    |                         | 0                                      | Commercial Production Assistant     |
|    |                         | 0                                      | Production Assistant                |
|    |                         | 0                                      | Local Sales Manager                 |
|    |                         | 0                                      | Newscast Producer (2)               |
| 1  |                         | 0                                      | Producer                            |
|    |                         | 0                                      | Senior Promotion Producer           |
|    |                         | 0                                      | Producer                            |
|    |                         | 0                                      | Chief Engineer                      |
|    |                         | 0                                      | Master Control Operator             |
|    |                         | 0                                      | Assistant Chief Engineer            |
|    |                         | 0                                      | Director Technical Production       |
|    |                         | 0                                      | Traffic Copy Coordinator            |
|    |                         | 0                                      | Production Assistant                |
|    |                         | $\begin{vmatrix} 0 \end{vmatrix}$      | Photographer (4)                    |
|    |                         | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Local Sales Assistant               |
|    |                         | l o                                    | Multi Media Journalist              |
|    |                         | 0                                      | · ·                                 |
|    |                         |  | Anchor/Reporter (2)                 |
|    |                         | 0                                      | Promotion Coordinator               |
|    |                         |  | Master Control Operator (2)         |
|    |                         | 0                                      | Engineering Technician              |
|    |                         | 0                                      | Director Technical Production       |
|    |                         | 0                                      | Production Assistant (2)            |
|    |                         | 0                                      | Account Executive                   |
|    |                         | 0                                      | General Sales Manager               |
| 21 | National Association of | 0                                      | Reporter                            |
|    | Broadcaster             | 0                                      | Weekend Sports Reporter             |
|    | 1771 North Street NW    | 0                                      | General Manager                     |
|    | Washington, DC 20036    | 0                                      | Commercial Production Assistant (2) |
|    | 202-429-5300            | 0                                      | Photographer                        |
|    |                         | 0                                      | Production Assistant                |
|    |                         | 0                                      | Managing Editor                     |
|    |                         | 0                                      | Multi Media Journalist              |
|    |                         | 0                                      | Multi Media Journalist              |
|    |                         | 0                                      | Commercial Production Assistant     |
|    |                         | 0                                      | Production Assistant                |
|    |                         | 0                                      | Local Sales Manager                 |
|    |                         | 0                                      | Newscast Producer (2)               |
|    |                         | Ö                                      | Producer (2)                        |
|    |                         | Ö                                      | Senior Promotion Producer           |
|    |                         | ő                                      | Producer                            |
|    |                         | 0                                      | l l                                 |
| İ  |                         |  | Chief Engineer                      |
|    |                         |  | Master Control Operator             |
|    |                         | 0                                      | Assistant Chief Engineer            |
|    |                         | 0                                      | Director Technical Production       |
|    |                         | 0                                      | Traffic Copy Coordinator            |
|    |                         | 0                                      | Production Assistant                |
| 1  |                         | 0                                      | Photographer (4)                    |
|    |                         | 0                                      | Local Sales Assistant               |
|    |                         | 0                                      | Multi Media Journalist              |
|    |                         | 0                                      | Anchor/Reporter (2)                 |
|    |                         | 0                                      | Promotion Coordinator               |
|    |                         | 0                                      | Master Control Operator (2)         |

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|----|----------------------------------|--|-------------------------------------|
|    |                                  | 0                                      | Engineering Technician              |
|    |                                  | 0                                      | Director Technical Production       |
|    |                                  | 0                                      | Production Assistant (2)            |
|    |                                  | 0                                      | Account Executive                   |
| 22 | NI-4' 1 A                        | 0                                      | General Sales Manager               |
| 22 | National Association of          | 0                                      | Reporter                            |
|    | Hispanic Journalists             | 0                                      | Weekend Sports Reporter             |
|    | 1000 National Press              | 0                                      | General Manager                     |
|    | Building                         | 0                                      | Commercial Production Assistant (2) |
|    | 529 14 <sup>th</sup> Street N.W. | 0                                      | Photographer                        |
|    | Washington, DC 20045             | 0                                      | Production Assistant                |
| İ  | 202-662-7145                     | 0                                      | Managing Editor                     |
|    |                                  | 0                                      | Multi Media Journalist              |
|    |                                  | 0                                      | Multi Media Journalist              |
|    |                                  | 0                                      | Commercial Production Assistant     |
|    |                                  | 0                                      | Production Assistant                |
|    |                                  | 0                                      | Local Sales Manager                 |
|    |                                  | 0                                      | Newscast Producer (2)               |
|    |                                  | 0                                      | Producer                            |
|    |                                  | 0                                      | Senior Promotion Producer           |
|    |                                  | 0                                      | Producer                            |
|    |                                  | 0                                      | Chief Engineer                      |
|    |                                  | 0                                      | Master Control Operator             |
|    |                                  | 0                                      | Assistant Chief Engineer            |
|    |                                  | 0                                      | Director Technical Production       |
|    |                                  | 0                                      | Traffic Copy Coordinator            |
|    |                                  | 0                                      | Production Assistant                |
|    |                                  | 0                                      | Photographer (4)                    |
|    |                                  | 0                                      | Local Sales Assistant               |
|    |                                  | 0                                      | Multi Media Journalist              |
|    |                                  | 0                                      | Anchor/Reporter (2)                 |
|    |                                  | 0                                      | Promotion Coordinator               |
|    |                                  | 0                                      | Master Control Operator (2)         |
|    |                                  | 0                                      | Engineering Technician              |
|    |                                  | 0                                      | Director Technical Production       |
|    |                                  | 0                                      | Production Assistant (2)            |
|    |                                  | 0                                      | Account Executive                   |
|    |                                  | 0                                      | General Sales Manager               |
| 23 | National Black MBA               | 0                                      | Reporter                            |
|    | Association                      | 0                                      | Weekend Sports Reporter             |
|    | Danielle Danford                 | 0                                      | General Manager                     |
|    | 180 N. Michigan Ave              | 0                                      | Commercial Production Assistant (2) |
|    | Suite 1515                       | 0                                      | Photographer (2)                    |
|    | Chicago, IL 60601                | 0                                      | Production Assistant                |
|    | 312-236-2622                     | 0                                      | Managing Editor                     |
|    |                                  | 0                                      | Multi Media Journalist              |
|    |                                  | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Multi Media Journalist              |
|    |                                  | 0                                      | Commercial Production Assistant     |
|    |                                  | 0                                      | Production Assistant                |
|    |                                  | 0                                      | Local Sales Manager                 |
|    |                                  | ő                                      | Newscast Producer (2)               |
|    |                                  | lő                                     | Producer                            |
|    |                                  | 0                                      | Senior Promotion Producer           |
|    |                                  |  | L pernot i tottlorioti Liodricei.   |

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|          |                          | 0                                      | Producer                            |
|----------|--------------------------|--|-------------------------------------|
|          |                          |  |                                     |
|          |                          | 0                                      | Chief Engineer                      |
|          |                          | 0                                      | Master Control Operator             |
|          |                          | 0                                      | Assistant Chief Engineer            |
|          |                          | 0                                      | Director Technical Production       |
|          |                          | 0                                      | Traffic Copy Coordinator            |
|          |                          | 0                                      | Production Assistant                |
|          |                          | 0                                      | Photographer (4)                    |
|          |                          | 0                                      | Local Sales Assistant               |
|          |                          | 0                                      | Multi Media Journalist              |
|          |                          | 0                                      | Anchor/Reporter (2)                 |
|          |                          | 0                                      | Promotion Coordinator               |
|          |                          | 0                                      |                                     |
|          |                          | 0                                      | Master Control Operator (2)         |
|          |                          |  | Engineering Technician              |
|          |                          | 0                                      | Director Technical Production       |
|          |                          | 0                                      | Production Assistant (2)            |
|          |                          | 0                                      | Account Executive                   |
| <u> </u> |                          | 0                                      | General Sales Manager               |
| 24       | National Hispanic Media  | 0                                      | Reporter                            |
|          | Coalition                | 0                                      | Weekend Sports Reporter             |
|          | Alejandra Valenzuela     | 0                                      | General Manager                     |
|          | 55 S. Grand Ave          | 0                                      | Commercial Production Assistant (2) |
|          | Pasadena, CA 90007       | 0                                      | Photographer                        |
|          |                          | 0                                      | Production Assistant                |
|          |                          | 0                                      | Managing Editor                     |
|          |                          | 0                                      | Multi Media Journalist              |
|          |                          | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Multi Media Journalist              |
|          |                          | 0                                      |                                     |
|          |                          |  | Commercial Production Assistant     |
|          |                          | 0                                      | Production Assistant                |
| 1        |                          | 0                                      | Local Sales Manager                 |
|          |                          | $\begin{bmatrix} 0 \\ 1 \end{bmatrix}$ | Newscast Producer (2)               |
| İ        |                          | 0                                      | Producer                            |
|          |                          | 0                                      | Senior Promotion Producer           |
|          |                          | 0                                      | Producer                            |
|          |                          | 0                                      | Chief Engineer                      |
|          |                          | 0                                      | Master Control Operator             |
|          |                          | 0                                      | Assistant Chief Engineer            |
|          |                          | 0                                      | Director Technical Production       |
|          |                          | 0                                      | Traffic Copy Coordinator            |
|          |                          | 0                                      | Production Assistant                |
|          |                          | 0                                      | Photographer (4)                    |
|          |                          | 0                                      | Local Sales Assistant               |
|          |                          | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Multi Media Journalist              |
|          |                          | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Anchor/Reporter (2)                 |
|          |                          | 0                                      | Promotion Coordinator               |
|          |                          | 0                                      |                                     |
|          |                          |  | Master Control Operator (2)         |
|          |                          | 0                                      | Engineering Technician              |
|          |                          | 0                                      | Director Technical Production       |
|          |                          | 0                                      | Production Assistant (2)            |
|          |                          | 0                                      | Account Executive                   |
|          |                          | 0                                      | General Sales Manager               |
| 25       | Norfolk State University | 0                                      | Reporter                            |
|          | Paula C. Briggs, Ph. D.  | 0                                      | Weekend Sports Reporter             |
|          |                          |  |                                     |

|          | 1 1 2 2                | T                                      |                                       |
|----------|------------------------|--|---------------------------------------|
|          | Associate Professor    | 0                                      | General Manager                       |
|          | Department of Mass     | 0                                      | Commercial Production Assistant (2)   |
|          | Communiction &         | 0                                      | Photographer                          |
|          | Journalism             | 0                                      | Production Assistant                  |
|          | 700 Park Avenue        | 0                                      | Managing Editor                       |
|          | Norfolk, VA 23504      | 0                                      | Multi Media Journalist                |
|          | 757-823-2384           | 0                                      | Multi Media Journalist                |
|          |                        | 0                                      | Commercial Production Assistant       |
|          |                        | 0                                      | Production Assistant                  |
|          |                        | 0                                      | Local Sales Manager                   |
|          |                        | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | 1                                     |
|          |                        |  | Newscast Producer (2) Producer        |
|          |                        | 0                                      | · · · · · · · · · · · · · · · · · · · |
|          |                        |  | Senior Promotion Producer             |
|          |                        | 0                                      | Producer                              |
|          |                        | 0                                      | Chief Engineer                        |
|          |                        | 0                                      | Master Control Operator               |
|          |                        | 0                                      | Assistant Chief Engineer              |
|          |                        | 0                                      | Director Technical Production         |
|          |                        | 0                                      | Traffic Copy Coordinator              |
|          |                        | 0                                      | Production Assistant                  |
|          |                        | 0                                      | Photographer (4)                      |
|          |                        | 0                                      | Local Sales Assistant                 |
|          |                        | 0                                      | Multi Media Journalist                |
|          |                        | 0                                      | Anchor/Reporter (2)                   |
|          |                        | 0                                      | Promotion Coordinator                 |
|          |                        | 0                                      | Master Control Operator (2)           |
|          |                        | 0                                      | Engineering Technician                |
|          |                        | 0                                      | Director Technical Production         |
|          |                        | 0                                      | 1                                     |
|          |                        |  | Production Assistant (2)              |
|          |                        | 0                                      | Account Executive                     |
| 26       | O-tiGT: G              | 0                                      | General Sales Manager                 |
| 26       | Options of Linn County | 0                                      | Reporter                              |
| 1        | Carter Baldwin         | 0                                      | Weekend Sports Reporter               |
|          | 3750 Williams Blvd SW  | 0                                      | General Manager                       |
|          | Suite 400              | 0                                      | Commercial Production Assistant (2)   |
|          | Cedar Rapids, IA 52404 | 0                                      | Photographer                          |
|          | 319-892-5800           | 0                                      | Production Assistant                  |
|          |                        | 0                                      | Managing Editor                       |
|          |                        | 0                                      | Multi Media Journalist                |
|          |                        | 0                                      | Multi Media Journalist                |
|          |                        | 0                                      | Commercial Production Assistant       |
|          |                        | 0                                      | Production Assistant                  |
|          | •                      | 0                                      | Local Sales Manager                   |
|          |                        | 0                                      | Newscast Producer (2)                 |
|          |                        | 0                                      | Producer (2)                          |
| ] [      |                        | Ö                                      | Senior Promotion Producer             |
|          |                        | 0                                      | Producer Producer                     |
|          |                        |  |                                       |
|          |                        |  | Chief Engineer                        |
|          |                        | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Master Control Operator               |
|          |                        | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Assistant Chief Engineer              |
|          |                        | 0                                      | Director Technical Production         |
|          |                        | 0                                      | Traffic Copy Coordinator              |
| <u> </u> |                        | 0                                      | Production Assistant                  |

|    |                            | Το                                     | D1 ( 1 ( )                          |
|----|----------------------------|--|-------------------------------------|
| 1  |                            | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Photographer (4)                    |
|    |                            | 0                                      | Local Sales Assistant               |
|    |                            | 0                                      | Multi Media Journalist              |
|    |                            | 0                                      | Anchor/Reporter (2)                 |
|    |                            | 0                                      | Promotion Coordinator               |
|    |                            | 0                                      | Master Control Operator (2)         |
|    |                            | 0                                      | Engineering Technician              |
|    |                            | 0                                      | Director Technical Production       |
|    |                            | 0                                      | Production Assistant (2)            |
|    |                            | 0                                      | Account Executive                   |
|    |                            | 0                                      | General Sales Manager               |
| 27 | Professional Women's       | 0                                      | Reporter                            |
|    | Network                    | 0                                      | Weekend Sports Reporter             |
|    | Shelly Woods               | 0                                      | General Manager                     |
|    | 7321 Prairie Heights Dr SW | 0                                      | Commercial Production Assistant (2) |
|    | Cedar Rapids, IA 52404     | l o                                    | Photographer (2)                    |
|    | 319-981-9887               | 0                                      | Production Assistant                |
|    |                            | 0                                      |                                     |
|    | ·                          | 0                                      | Managing Editor                     |
|    |                            |  | Multi Media Journalist              |
|    |                            | 0                                      | Multi Media Journalist              |
|    |                            | 0                                      | Commercial Production Assistant     |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Local Sales Manager                 |
|    |                            | 0                                      | Newscast Producer (2)               |
|    |                            | 0                                      | Producer                            |
|    |                            | 0                                      | Senior Promotion Producer           |
|    |                            | 0                                      | Producer                            |
|    |                            | 0                                      | Chief Engineer                      |
|    |                            | 0                                      | Master Control Operator             |
|    |                            | 0                                      | Assistant Chief Engineer            |
|    |                            | 0                                      | Director Technical Production       |
|    |                            | 0                                      | Traffic Copy Coordinator            |
|    |                            | 0                                      | Production Assistant                |
|    |                            | 0                                      | Photographer (4)                    |
|    |                            | 0                                      | Local Sales Assistant               |
|    |                            | $\overset{\circ}{0}$                   | Multi Media Journalist              |
|    |                            | 0                                      | Anchor/Reporter (2)                 |
|    |                            | 0                                      | Promotion Coordinator               |
|    |                            | 0                                      |                                     |
|    |                            | 0                                      | Master Control Operator (2)         |
|    |                            |  | Engineering Technician              |
|    |                            | 0                                      | Director Technical Production       |
|    |                            | 0                                      | Production Assistant (2)            |
|    |                            | 0                                      | Account Executive                   |
|    |                            | 0                                      | General Sales Manager               |
| 28 | Purdue University          | 0                                      | Reporter                            |
|    | Linden Petrin              | 0                                      | Weekend Sports Reporter             |
|    | Assoc. Director for Career | 0                                      | General Manager                     |
|    | Development                | 0                                      | Commercial Production Assistant (2) |
|    | Center for Career          | 0                                      | Photographer                        |
|    | Opportunities              | 0                                      | Production Assistant                |
|    | 100 S. Grant St            | 0                                      | Managing Editor                     |
|    | West Lafayette, IN 47907   | 0                                      | Multi Media Journalist              |
|    | ,                          | 0                                      |                                     |
|    |                            | 0                                      | Multi Media Journalist              |

|    |                     | 0  | Commercial Production Assistant     |
|----|---------------------|--|-------------------------------------|
|    |                     | 0  | Production Assistant                |
|    |                     | 0  | Local Sales Manager                 |
|    |                     | 0  | Newscast Producer (2)               |
|    |                     | 0  | Producer                            |
|    |                     | 0  | Senior Promotion Producer           |
|    |                     | 0  | Producer                            |
|    |                     | 0  | Chief Engineer                      |
|    |                     | 0  | Master Control Operator             |
|    |                     | 0  | Assistant Chief Engineer            |
|    |                     | 0  | Director Technical Production       |
|    |                     | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$       | Traffic Copy Coordinator            |
|    |                     | 0  | Production Assistant                |
|    |                     | 0  |                                     |
|    |                     | 0  | Photographer (4)                    |
|    |                     |  | Local Sales Assistant               |
|    |                     | 0  | Multi Media Journalist              |
|    |                     | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$       | Anchor/Reporter (2)                 |
|    |                     | 0  | Promotion Coordinator               |
|    |                     | 0  | Master Control Operator (2)         |
|    |                     | 0  | Engineering Technician              |
|    |                     | 0  | Director Technical Production       |
|    |                     | 0  | Production Assistant (2)            |
|    |                     | 0  | Account Executive                   |
|    |                     | 0  | General Sales Manager               |
| 29 | St. Ambrose College | 0  | Reporter                            |
|    | Heather Stocking    | 0  | Weekend Sports Reporter             |
|    | 518 W. Locust       | 0  | General Manager                     |
|    | Davenport, IA 52803 | 0  | Commercial Production Assistant (2) |
|    | 563-333-4339        | 0  | Photographer                        |
|    |                     | 0  | Production Assistant                |
|    |                     | 0  | Managing Editor                     |
|    |                     | 0  | Multi Media Journalist              |
|    |                     | 0  | Multi Media Journalist              |
|    |                     | 0  | Commercial Production Assistant     |
|    |                     | 0  | Production Assistant                |
|    |                     | 0  | Local Sales Manager                 |
|    |                     | 0  | Newscast Producer (2)               |
|    |                     | $\begin{vmatrix} \mathring{0} \end{vmatrix}$ | Producer                            |
|    |                     | 0  | Senior Promotion Producer           |
|    |                     | 0  | Producer Producer                   |
|    |                     | 0  |                                     |
|    |                     | · ·  | Chief Engineer                      |
|    |                     | 0  | Master Control Operator             |
|    |                     | 0  | Assistant Chief Engineer            |
|    |                     | 0  | Director Technical Production       |
|    |                     | 0  | Traffic Copy Coordinator            |
| ł  |                     | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$       | Production Assistant                |
| Ī  |                     | 0  | Photographer (4)                    |
|    |                     | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$       | Local Sales Assistant               |
|    |                     | 0  | Multi Media Journalist              |
|    |                     | 0  | Anchor/Reporter (2)                 |
|    |                     | 0  | Promotion Coordinator               |
|    |                     | 0  | Master Control Operator (2)         |
|    |                     | 0  | Engineering Technician              |

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| 0                                       |   |
|---|---|
|   | Director Technical Production                                     |
| 0                                       | Production Assistant (2)  |
|   | Account Executive   |
|   | General Sales Manager   |
|   | Reporter  |
| - · · · · · · · · · · · · · · · · · · · | Weekend Sports Reporter   |
|   | Multi Media Journalist  |
|   | Multi Media Journalist  |
|   | Newscast Producer (2)   |
|   | Producer  |
|   | Senior Promotion Producer   |
|   | Producer  |
| L L                                     | Multi Media Journalist  |
| 0                                       | Anchor/Reporter (2)   |
| tute of Fort 0                          | Reporter  |
| 0                                       | Weekend Sports Reporter   |
|   | General Manager   |
|   | Commercial Production Assistant (2)                               |
| I *                                     | Photographer  |
| •                                       | Production Assistant  |
| 5 0                                     | Managing Editor   |
| 0                                       | Multi Media Journalist  |
| 0                                       | Multi Media Journalist  |
| 0                                       | Commercial Production Assistant                                   |
| 0                                       | Production Assistant  |
| 0                                       | Local Sales Manager   |
| 0                                       | Newscast Producer (2)   |
| 0                                       | Producer  |
| 0                                       | Senior Promotion Producer   |
| 0                                       | Producer  |
| 0                                       | Chief Engineer  |
| 0                                       | Master Control Operator   |
| 0                                       | Assistant Chief Engineer  |
| 0                                       | Director Technical Production                                     |
| 0                                       | Traffic Copy Coordinator  |
| 0                                       | Production Assistant  |
| 0                                       | Photographer (4)  |
| 0                                       | Local Sales Assistant   |
| 0                                       | Multi Media Journalist  |
| 0                                       | Anchor/Reporter (2)   |
| 0                                       | Promotion Coordinator   |
| 0                                       | Master Control Operator (2)                                       |
| 0                                       | Engineering Technician  |
| 0                                       | Director Technical Production                                     |
| 0                                       | Production Assistant (2)  |
| 0                                       | Account Executive   |
| 0                                       | General Sales Manager   |
| Dubuque 0                               | Reporter  |
|   | Weekend Sports Reporter   |
| 0                                       | General Manager   |
| ity Ave 0                               | Commercial Production Assistant (2)                               |
| eters 0                                 | Photographer  |
|   | hez sor eet 0 ale, FL 33316 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 |

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| Commons, Room 209 Dubuque, IA 52001 careers@dbq.edu  0 Multi Media Journalist Multi Media Journalist Commercial Production Assistant Production Assistant Commercial Production Assistant Newscast Producer Newscast Producer Senior Promotion Producer Producer Chief Engineer Master Control Operator Assistant Chief Engineer Director Technical Production Traffic Copy Coordinator Production Assistant Chief Local Sales Assistant Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician Director Technician Director Technician Production   |   |
|--|---|
| careers@dbq.edu    O   |   |
| Multi Media Journalist Commercial Production Assistant Production Assistant Local Sales Manager Newscast Producer (2) Producer Senior Promotion Producer Chief Engineer Master Control Operator Assistant Chief Engineer Director Technical Production Traffic Copy Coordinator Production Assistant Photographer (4) Local Sales Assistant Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician  |   |
| Commercial Production Assistant Production Assistant Local Sales Manager Newscast Producer (2) Producer Senior Promotion Producer Chief Engineer Chief Engineer Master Control Operator Assistant Chief Engineer Chief Copy Coordinator Fraffic Copy Coordinator Production Assistant Production Assistant Chief Engineer Chief Engine Ch |   |
| Production Assistant  Local Sales Manager  Newscast Producer (2)  Producer  Senior Promotion Producer  Chief Engineer  Master Control Operator  Assistant Chief Engineer  Director Technical Production  Traffic Copy Coordinator  Production Assistant  Production Assistant  Anchor/Reporter (2)  Promotion Coordinator  Master Control Operator  Engineer   |   |
| Description of the control of the co |   |
| Newscast Producer (2) Producer Senior Promotion Producer Chief Engineer Chief Engineer Master Control Operator Assistant Chief Engineer Director Technical Production Traffic Copy Coordinator Production Assistant Photographer (4) Local Sales Assistant Multi Media Journalist Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician  |   |
| O Producer O Senior Promotion Producer O Producer O Chief Engineer O Master Control Operator O Assistant Chief Engineer O Director Technical Production Traffic Copy Coordinator O Production Assistant O Photographer (4) Local Sales Assistant O Multi Media Journalist O Anchor/Reporter (2) O Promotion Coordinator O Master Control Operator (2) Engineering Technician   |   |
| Producer Senior Promotion Producer Producer Chief Engineer Master Control Operator Assistant Chief Engineer Director Technical Production Traffic Copy Coordinator Production Assistant Photographer (4) Local Sales Assistant Multi Media Journalist Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician  |   |
| Producer Chief Engineer Master Control Operator Assistant Chief Engineer Director Technical Production Traffic Copy Coordinator Production Assistant Photographer (4) Local Sales Assistant Multi Media Journalist Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician   |   |
| O Producer Chief Engineer O Master Control Operator O Assistant Chief Engineer O Director Technical Production Traffic Copy Coordinator O Production Assistant O Photographer (4) Coal Sales Assistant O Multi Media Journalist O Multi Media Journalist O Promotion Coordinator O Promotion Coordinator O Engineering Technician  |   |
| Chief Engineer  Master Control Operator  Assistant Chief Engineer  Director Technical Production  Traffic Copy Coordinator  Production Assistant  Photographer (4)  Local Sales Assistant  Multi Media Journalist  Multi Media Journalist  Anchor/Reporter (2)  Promotion Coordinator  Master Control Operator (2)  Engineering Technician   |   |
| Master Control Operator  Assistant Chief Engineer  Director Technical Production  Traffic Copy Coordinator  Production Assistant  Photographer (4)  Local Sales Assistant  Multi Media Journalist  Anchor/Reporter (2)  Promotion Coordinator  Master Control Operator (2)  Engineering Technician   |   |
| Assistant Chief Engineer Director Technical Production Traffic Copy Coordinator Production Assistant Photographer (4) Local Sales Assistant Multi Media Journalist Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician   |   |
| Director Technical Production Traffic Copy Coordinator Production Assistant Photographer (4) Local Sales Assistant Multi Media Journalist Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician  |   |
| Traffic Copy Coordinator  O Production Assistant  O Photographer (4)  Local Sales Assistant  Multi Media Journalist  Anchor/Reporter (2)  Promotion Coordinator  Master Control Operator (2)  Engineering Technician   |   |
| Production Assistant Photographer (4) Local Sales Assistant Multi Media Journalist Anchor/Reporter (2) Promotion Coordinator Master Control Operator (2) Engineering Technician  |   |
| Photographer (4)  Local Sales Assistant  Multi Media Journalist  Anchor/Reporter (2)  Promotion Coordinator  Master Control Operator (2)  Engineering Technician   |   |
| 0 Local Sales Assistant 0 Multi Media Journalist 0 Anchor/Reporter (2) 0 Promotion Coordinator 0 Master Control Operator (2) 0 Engineering Technician  |   |
| 0 Multi Media Journalist 0 Anchor/Reporter (2) 0 Promotion Coordinator 0 Master Control Operator (2) 0 Engineering Technician  |   |
| Anchor/Reporter (2) O Promotion Coordinator O Master Control Operator (2) Engineering Technician   |   |
| Promotion Coordinator 0 Master Control Operator (2) 0 Engineering Technician   |   |
| 0 Master Control Operator (2)<br>0 Engineering Technician  |   |
| 0 Engineering Technician   |   |
|  |   |
| 0 Director Technical Production  |   |
| Director reclinical reduction  |   |
| 0 Production Assistant (2)   |   |
| 0 Account Executive  |   |
| 0 General Sales Manager  |   |
| 33 University of Northern Iowa 0 Reporter  |   |
| Becky Meyer 0 Weekend Sports Reporter  |   |
| 102 Gilchrist Hall 0 General Manager   |   |
| Cedar Falls, IA 50614-0384 0 Commercial Production Assistant (2)   | ) |
| 319-273-2311 0 Photographer  |   |
| 0 Production Assistant   |   |
| 0 Managing Editor  |   |
| 0 Multi Media Journalist   |   |
| 0 Multi Media Journalist   |   |
| 0 Commercial Production Assistant  |   |
| 0 Production Assistant   | 1 |
|  |   |
|  |   |
|  |   |
| 0 Producer   | i |
| Senior Promotion Producer  |   |
| 0 Producer   |   |
| 0 Chief Engineer   |   |
| 0 Master Control Operator  |   |
| 0 Assistant Chief Engineer   |   |
| Director Technical Production  |   |
| 0 Traffic Copy Coordinator   |   |
| 0 Production Assistant   |   |
| Photographer (4)   |   |
| 0 Local Sales Assistant  |   |
| 0 Multi Media Journalist   | I |

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|    |                               | 0   | Anchor/Reporter (2)                 |
|----|-------------------------------|---|-------------------------------------|
|    |                               | 0   | Promotion Coordinator               |
|    |                               | 0   | Master Control Operator (2)         |
| l  |                               | 0   | Engineering Technician              |
|    |                               | 0   | Director Technical Production       |
|    |                               | 0   | Production Assistant (2)            |
|    |                               | 0   | Account Executive                   |
|    |                               | 0   | General Sales Manager               |
| 34 | Women's Information           | 0   | Reporter                            |
| -  | Network                       | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$    | _                                   |
|    | Job Placement Office          |   | Weekend Sports Reporter             |
|    |                               | 0   | General Manager                     |
|    | 11 Dupont Circle NW           | 0   | Commercial Production Assistant (2) |
|    | Washington, DC 20036          | 0   | Photographer                        |
|    | 202-387-7200                  | 0   | Production Assistant                |
|    | -> taken off mailing list per | 0   | Managing Editor                     |
|    | e-mail request on 8/24/11     | 0   | Multi Media Journalist              |
|    |                               | 0   | Multi Media Journalist              |
| '  |                               | 0   | Commercial Production Assistant     |
|    |                               | 0   | Production Assistant                |
|    |                               | 0   | Local Sales Manager                 |
|    |                               | 0   | Newscast Producer (2)               |
|    |                               | 0   | Producer (2)                        |
|    |                               |   | Senior Promotion Producer           |
|    |                               |   |                                     |
|    |                               | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$    | Producer                            |
|    |                               | 0   | Chief Engineer                      |
|    |                               | 0   | Master Control Operator             |
|    |                               | 0   | Assistant Chief Engineer            |
|    |                               | 0   | Director Technical Production       |
|    |                               | 0   | Traffic Copy Coordinator            |
|    |                               | 0 .                                       | Production Assistant                |
|    |                               | 0   | Photographer (4)                    |
|    |                               | 0   | Local Sales Assistant               |
|    |                               | 0   | Multi Media Journalist              |
|    |                               | $\begin{vmatrix} \tilde{0} \end{vmatrix}$ | Anchor/Reporter (2)                 |
|    |                               | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$    | Promotion Coordinator               |
|    |                               | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$    |                                     |
|    |                               |   | Master Control Operator (2)         |
|    |                               | 0   | Engineering Technician              |
|    |                               | 0   | Director Technical Production       |
|    |                               | 0   | Production Assistant (2)            |
|    |                               | 0   | Account Executive                   |
|    |                               | 0   | General Sales Manager               |
| 35 | Sinclair Broadcast Group      | 0   | Reporter                            |
|    | www.sbgi.net                  | 0   | Weekend Sports Reporter             |
|    | Sharon Pickeral               | 0   | General Manager                     |
|    | 10706 Beaver Dam Rd.          | 0   | Commercial Production Assistant (2) |
|    | Cockeysville, MD 21030        | 1   | Photographer (2)                    |
|    | 410.568.1517                  | $\begin{bmatrix} 1 \\ 0 \end{bmatrix}$    | Production Assistant                |
|    | 110,000,1017                  | 2   |                                     |
|    |                               | $\begin{bmatrix} 2 \\ 0 \end{bmatrix}$    | Managing Editor                     |
|    |                               |   | Multi Media Journalist              |
|    |                               | 0   | Multi Media Journalist              |
|    |                               | 0   | Commercial Production Assistant     |
| i  |                               | 0   | Production Assistant                |
|    |                               | 0   | Local Sales Manager                 |

|    |                        | 1                                      | Newscast Producer (2)               |
|----|------------------------|--|-------------------------------------|
|    |                        | 0                                      | Producer                            |
|    |                        | 0                                      | Senior Promotion Producer           |
|    |                        | 0                                      | Producer                            |
|    |                        | 0                                      | Chief Engineer                      |
|    |                        | 0                                      | Master Control Operator             |
|    |                        | 0                                      | Assistant Chief Engineer            |
|    |                        | 0                                      | Director Technical Production       |
|    |                        | 0                                      | Traffic Copy Coordinator            |
|    |                        | 0                                      | Production Assistant                |
|    |                        | 2                                      | Photographer (4)                    |
|    |                        | $\frac{1}{2}$                          | Local Sales Assistant               |
|    |                        | $\begin{vmatrix} 2 \\ 0 \end{vmatrix}$ | Multi Media Journalist              |
|    |                        | 0                                      | Anchor/Reporter (2)                 |
|    |                        | 0                                      | Promotion Coordinator               |
|    |                        |  |                                     |
|    |                        |  | Master Control Operator (2)         |
|    |                        | 0                                      | Engineering Technician              |
|    |                        | 0                                      | Director Technical Production       |
|    |                        | 0                                      | Production Assistant (2)            |
|    |                        | 3                                      | Account Executive                   |
|    |                        | 0                                      | General Sales Manager               |
| 36 | Station Website        | 0                                      | Reporter                            |
|    | www.kgan.com           | 0                                      | Weekend Sports Reporter             |
|    | <u>www.kfxa.tv</u>     | 0                                      | General Manager                     |
|    | 600 Old Marion Rd. NE  | 0                                      | Commercial Production Assistant (2) |
|    | Cedar Rapids, IA 52402 | 0                                      | Photographer                        |
|    | Kitty Wicher           | 0                                      | Production Assistant                |
|    | 319.395.9060           | 0                                      | Managing Editor                     |
|    |                        | 0                                      | Multi Media Journalist              |
|    |                        | 0                                      | Multi Media Journalist              |
|    |                        | 0                                      | Commercial Production Assistant     |
|    |                        | 0                                      | Production Assistant                |
|    |                        | 0                                      | Local Sales Manager                 |
|    |                        | 0                                      | Newscast Producer (2)               |
|    |                        | 0                                      | Producer                            |
|    |                        | 0                                      | Senior Promotion Producer           |
|    |                        | 0                                      | Producer                            |
|    |                        | 0                                      | Chief Engineer                      |
|    |                        | 0                                      | Master Control Operator             |
|    |                        |  | Assistant Chief Engineer            |
|    |                        | 0                                      | Director Technical Production       |
|    |                        | 0                                      | Traffic Copy Coordinator            |
|    |                        | 0                                      | Production Assistant                |
|    |                        |  | Photographer (4)                    |
|    |                        | $\begin{bmatrix} 1 \\ 0 \end{bmatrix}$ | Local Sales Assistant               |
|    |                        | 0                                      | Multi Media Journalist              |
|    |                        | 0                                      |                                     |
|    |                        |  | Anchor/Reporter (2)                 |
|    |                        | $\begin{vmatrix} 1 \\ 1 \end{vmatrix}$ | Promotion Coordinator               |
|    |                        |  | Master Control Operator (2)         |
| 1  |                        | $\begin{bmatrix} 1 \\ 0 \end{bmatrix}$ | Engineering Technician              |
|    |                        | $\begin{bmatrix} 0 \\ 2 \end{bmatrix}$ | Director Technical Production       |
|    |                        | 0                                      | Production Assistant (2)            |
| L  |                        | 2                                      | Account Executive                   |

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|    |                        | 0                                      | General Sales Manager               |
|----|------------------------|--|-------------------------------------|
| 37 | Internal Applicants    | 0                                      | Reporter                            |
|    | KGAN-TV                | 1                                      | Weekend Sports Reporter             |
|    | 600 Old Marion Rd. NE  | 2                                      | General Manager                     |
|    | Cedar Rapids, IA 52402 | 6                                      | Commercial Production Assistant (2) |
|    | Kitty Wicher           | 0                                      | Photographer                        |
|    | 319.730.3428           | 1                                      | Production Assistant                |
|    | ·                      | 0                                      | Managing Editor                     |
|    |                        | 0                                      | Multi Media Journalist              |
|    |                        | Ĭ                                      | Multi Media Journalist              |
|    |                        | 5                                      | Commercial Production Assistant     |
|    |                        | 1                                      |                                     |
|    |                        |  | Production Assistant                |
|    |                        | $\begin{bmatrix} 0 \\ 2 \end{bmatrix}$ | Local Sales Manager                 |
|    |                        | 2                                      | Newscast Producer (2)               |
|    |                        |  | Producer                            |
|    |                        | 4                                      | Senior Promotion Producer           |
|    |                        | 1                                      | Producer                            |
|    |                        | 1                                      | Chief Engineer                      |
|    |                        | 1                                      | Master Control Operator             |
|    |                        | 1                                      | Assistant Chief Engineer            |
|    |                        | 1                                      | Director Technical Production       |
|    |                        | 3                                      | Traffic Copy Coordinator            |
|    |                        | 1                                      | Production Assistant                |
|    |                        | ī                                      | Photographer (4)                    |
|    |                        | 0                                      | Local Sales Assistant               |
|    |                        | ő                                      | Multi Media Journalist              |
|    |                        | 0                                      |                                     |
|    |                        | _                                      | Anchor/Reporter (2)                 |
|    |                        | 0                                      | Promotion Coordinator               |
|    |                        | 0                                      | Master Control Operator (2)         |
|    |                        | 2                                      | Engineering Technician              |
|    |                        |  | Director Technical Production       |
|    |                        | 3                                      | Production Assistant (2)            |
|    |                        | 2                                      | Account Executive                   |
|    |                        | 1                                      | General Sales Manager               |
| 38 | Employee Referrals     | 1                                      | Reporter                            |
|    |                        | 0                                      | Weekend Sports Reporter             |
|    |                        | 0                                      | General Manager                     |
|    |                        | 0                                      | Commercial Production Assistant (2) |
|    |                        | 1                                      | Photographer                        |
|    |                        | 0                                      | Production Assistant                |
|    |                        | 0                                      | Managing Editor                     |
|    |                        | 1                                      | Multi Media Journalist              |
| İ  |                        | 0                                      | Multi Media Journalist              |
|    |                        | 1                                      | Commercial Production Assistant     |
|    |                        |  | Production Assistant                |
|    |                        |  |                                     |
|    |                        | 2                                      | Local Sales Manager                 |
|    |                        | 1 0                                    | Newscast Producer (2)               |
|    |                        | 0                                      | Producer                            |
|    |                        | 1                                      | Senior Promotion Producer           |
|    |                        | 0                                      | Producer                            |
|    |                        | 0                                      | Chief Engineer                      |
|    |                        | 0                                      | Master Control Operator             |
| İ  |                        | 0                                      | Assistant Chief Engineer            |

|   |                                       | 0 0 0                                  | Director Technical Production Traffic Copy Coordinator Production Assistant |
|---|---------------------------------------|--|---|
|   |                                       |  | 1   |
| * |                                       | 0                                      | Production Assistant  |
|   |                                       |  | 1 Toddetton Assistant   |
|   |                                       | 2                                      | Photographer (4)  |
|   |                                       | 0                                      | Local Sales Assistant   |
|   |                                       | 0                                      | Multi Media Journalist  |
|   |                                       |  | Anchor/Reporter (2)   |
| 1                                       |                                       | $\frac{1}{2}$                          | Promotion Coordinator   |
|   |                                       | 1                                      |   |
|   |                                       |  | Master Control Operator (2)   |
| İ                                       |                                       | 0                                      | Engineering Technician  |
|   |                                       | 0                                      | Director Technical Production   |
|   |                                       | 0                                      | Production Assistant (2)  |
|   |                                       | 2                                      | Account Executive   |
|   |                                       | 0                                      | General Sales Manager   |
| 39 v                                    | www.Careerbuilder.com                 | 0                                      | Reporter  |
| -                                       | Brian Maggio-Account                  | 0                                      | Weekend Sports Reporter   |
|   | Executive                             | 0                                      | General Manager   |
|   | 8401 Greensboro Drive                 | 0                                      |   |
|   |                                       |  | Commercial Production Assistant (2)   |
|   | Suite 250                             | 0                                      | Photographer  |
| 1                                       | McLean, VA 22102                      | 0                                      | Production Assistant  |
|   |                                       | 0                                      | Managing Editor   |
| İ                                       |                                       | 0                                      | Multi Media Journalist  |
|   |                                       | 0                                      | Multi Media Journalist  |
|   |                                       | 0                                      | Commercial Production Assistant   |
|   |                                       | 0                                      | Production Assistant  |
|   |                                       | 0                                      | Local Sales Manager   |
|   |                                       | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | <u>-</u>  |
|   |                                       |  | Newscast Producer (2)   |
|   |                                       | 0                                      | Producer  |
|   |                                       | 0                                      | Senior Promotion Producer   |
|   |                                       | 0                                      | Producer  |
| -                                       |                                       | 0                                      | Chief Engineer  |
|   |                                       | 0                                      | Master Control Operator   |
|   |                                       | 0                                      | Assistant Chief Engineer  |
| 1                                       |                                       | 0                                      | Director Technical Production   |
| - 1                                     |                                       | 0                                      | Traffic Copy Coordinator  |
|   |                                       |  | Production Assistant  |
|   |                                       | 1                                      | 4   |
|   |                                       | 1 1                                    | Photographer (4)  |
|   |                                       |  | Local Sales Assistant   |
| İ                                       |                                       | 0                                      | Multi Media Journalist  |
| -                                       |                                       | 1                                      | Anchor/Reporter (2)   |
|   |                                       | 1                                      | Promotion Coordinator   |
|   |                                       | 0                                      | Master Control Operator (2)   |
|   |                                       | 1                                      | Engineering Technician  |
|   |                                       | 0                                      | Director Technical Production   |
|   |                                       | 0                                      | Production Assistant (2)  |
|   |                                       |  | 1   |
|   |                                       | 5                                      | Account Executive   |
| 40                                      | • •                                   | 0                                      | General Sales Manager   |
| 40   <u>y</u>                           | www.coridoorcarres.com                | 0                                      | Reporter  |
|   |                                       | 0                                      | Weekend Sports Reporter   |
|   |                                       | 0                                      | General Manager   |
|   |                                       | 0                                      | Commercial Production Assistant (2)   |
|   |                                       | 0                                      | Photographer  |
|   | · · · · · · · · · · · · · · · · · · · |  | I Hotographo  |

|                            | 0                                      | N   |
|----------------------------|--|---|
|                            | 0                                      | Managing Editor                           |
|                            | 0                                      | Multi Media Journalist                    |
|                            | 0                                      | Multi Media Journalist                    |
|                            | 0                                      | Commercial Production Assistant           |
|                            | 0                                      | Production Assistant                      |
|                            | 0                                      | Local Sales Manager                       |
|                            | 0                                      | Newscast Producer (2)                     |
|                            | 0                                      | Producer                                  |
|                            | 0                                      | Senior Promotion Producer                 |
|                            | 0                                      | Producer                                  |
|                            | 0                                      | Chief Engineer                            |
|                            | 0                                      | Master Control Operator                   |
|                            | 0                                      | Assistant Chief Engineer                  |
|                            | 0                                      | Director Technical Production             |
|                            | 0                                      | Traffic Copy Coordinator                  |
|                            | 0                                      | Production Assistant                      |
|                            | 0                                      | Photographer (4)                          |
|                            | 0                                      | Local Sales Assistant                     |
|                            | 0                                      | Multi Media Journalist                    |
|                            | 0                                      |   |
|                            | 0                                      | Anchor/Reporter (2) Promotion Coordinator |
|                            |  |   |
|                            | 0                                      | Master Control Operator (2)               |
|                            |  | Engineering Technician                    |
|                            | 0                                      | Director Technical Production             |
|                            | 0                                      | Production Assistant (2)                  |
|                            | 3                                      | Account Executive                         |
|                            | 0                                      | General Sales Manager                     |
| 41 <u>www.iowajobs.org</u> | 0                                      | Reporter                                  |
|                            | 0                                      | Weekend Sports Reporter                   |
|                            | 0                                      | General Manager                           |
|                            | 0                                      | Commercial Production Assistant (2)       |
|                            | 0                                      | Photographer                              |
|                            | 0                                      | Production Assistant                      |
|                            | 0                                      | Managing Editor                           |
|                            | 0                                      | Multi Media Journalist                    |
|                            | 0                                      | Multi Media Journalist                    |
|                            | 0                                      | Commercial Production Assistant           |
|                            | 0                                      | Production Assistant                      |
|                            | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Local Sales Manager                       |
|                            | $\begin{vmatrix} 0 \\ 0 \end{vmatrix}$ | Newscast Producer (2)                     |
|                            | 0                                      | Producer (2)                              |
|                            | 0 .                                    | Senior Promotion Producer                 |
|                            | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$ | Producer                                  |
|                            | 0                                      |   |
|                            |  | Chief Engineer Monton Control Operator    |
|                            | 0                                      | Master Control Operator                   |
|                            | 0                                      | Assistant Chief Engineer                  |
|                            | 0                                      | Director Technical Production             |
|                            | 0                                      | Traffic Copy Coordinator                  |
|                            | 0                                      | Production Assistant                      |
|                            | 0                                      | Photographer (4)                          |
|                            | 0                                      | Local Sales Assistant                     |
|                            | 0                                      | Multi Media Journalist                    |
|                            | 0                                      | Anchor/Reporter (2)                       |

| [····          |                | 0  | Promotion Coordinator                   |
|----------------|----------------|--|---|
|                |                | 0  | Master Control Operator (2)             |
|                |                | 0  | * |
|                |                |  | Engineering Technician                  |
|                |                | 0  | Director Technical Production           |
|                |                | 0  | Production Assistant (2)                |
| į              |                | 0  | Account Executive                       |
| <u></u>        |                | 0  | General Sales Manager                   |
| 42             | www.indeed.com | 0  | Reporter                                |
|                |                | 0  | Weekend Sports Reporter                 |
|                |                | 0  | General Manager                         |
|                |                | 0  | Commercial Production Assistant (2)     |
|                |                | 0  | Photographer                            |
|                |                | 0  | Production Assistant                    |
|                |                | 1  | Managing Editor                         |
|                |                | 0  | Multi Media Journalist                  |
|                |                | 0  | Multi Media Journalist                  |
|                |                | 0  | Commercial Production Assistant         |
|                |                | $\begin{bmatrix} 0 \\ 0 \end{bmatrix}$       | Production Assistant                    |
|                |                | $\begin{vmatrix} \bullet \\ 0 \end{vmatrix}$ | Local Sales Manager                     |
|                |                | Ö  | Newscast Producer (2)                   |
|                |                | 0  | Producer                                |
|                |                |  | Senior Promotion Producer               |
|                |                | 0  |   |
|                |                | 0  | Producer                                |
|                |                | 0  | Chief Engineer                          |
|                |                | 0  | Master Control Operator                 |
|                |                | 0  | Assistant Chief Engineer                |
|                |                | 0  | Director Technical Production           |
|                |                | 0  | Traffic Copy Coordinator                |
|                |                | 0  | Production Assistant                    |
|                |                | 1  | Photographer (4)                        |
|                |                | 0  | Local Sales Assistant                   |
|                |                | 0  | Multi Media Journalist                  |
|                |                | 0  | Anchor/Reporter (2)                     |
|                |                | 0  | Promotion Coordinator                   |
|                |                | 0  | Master Control Operator (2)             |
|                |                | 1  | Engineering Technician                  |
|                |                | 0  | Director Technical Production           |
|                |                | l o  | Production Assistant (2)                |
|                |                | 3  | Account Executive                       |
|                |                | 1  | General Sales Manager                   |
| 43             | www.tvjobs.com | 0  | Reporter Reporter                       |
| <del>1</del> 3 | www.tvjobs.com | 0  | _                                       |
|                |                | <b>;</b>                                     | Weekend Sports Reporter                 |
|                |                | 0  | General Manager                         |
|                |                | 0  | Commercial Production Assistant (2)     |
|                |                | 0  | Photographer                            |
|                |                | 0  | Production Assistant                    |
|                |                | 0  | Managing Editor                         |
|                |                | 1  | Multi Media Journalist                  |
|                |                | 0  | Multi Media Journalist                  |
|                |                | 0  | Commercial Production Assistant         |
|                |                | 0  | Production Assistant                    |
| ]              |                | 0  | Local Sales Manager                     |
|                |                | 0  | Newscast Producer (2)                   |

|    |                       | 1.0 |                                     |
|----|-----------------------|-----|-------------------------------------|
|    |                       | 0   | Producer                            |
|    |                       | 0   | Senior Promotion Producer           |
|    |                       | 0   | Producer                            |
|    |                       | 0   | Chief Engineer                      |
|    |                       | 0   | Master Control Operator             |
|    |                       | 0   | Assistant Chief Engineer            |
|    |                       | 0   | Director Technical Production       |
|    |                       | 0   | Traffic Copy Coordinator            |
|    |                       | 0   | Production Assistant                |
|    | ·                     | 0   | Photographer (4)                    |
|    |                       | 0   | Local Sales Assistant               |
|    |                       | 1   | Multi Media Journalist              |
|    |                       | 2   | Anchor/Reporter (2)                 |
|    |                       | 0   | Promotion Coordinator               |
|    |                       | 0   | Master Control Operator (2)         |
|    |                       | 0   | Engineering Technician              |
|    |                       | 0   | Director Technical Production       |
|    |                       | 0   | Production Assistant (2)            |
|    |                       | 0   | Account Executive                   |
|    |                       | 1   | General Sales Manager               |
| 44 | www.medialine.com     | 0   | Reporter                            |
| '' | W W W.Infociarino.com | l o | Weekend Sports Reporter             |
|    |                       | 0   | General Manager                     |
|    |                       | 0   | Commercial Production Assistant (2) |
|    |                       | 0   | Photographer (2)                    |
|    |                       | 0   | Production Assistant                |
|    | ·                     | 0   | Managing Editor                     |
|    |                       | 0   | Multi Media Journalist              |
|    |                       | 0   | Multi Media Journalist              |
|    |                       | 0   | Commercial Production Assistant     |
|    |                       |     | Production Assistant                |
| ŀ  |                       | 0   | I                                   |
|    |                       |     | Local Sales Manager                 |
|    |                       | 0   | Newscast Producer (2)               |
|    |                       | 0   | Producer                            |
|    |                       | 0   | Senior Promotion Producer           |
|    |                       | 0   | Producer                            |
|    |                       | 0 . | Chief Engineer                      |
|    |                       | 0   | Master Control Operator             |
|    |                       | 0   | Assistant Chief Engineer            |
|    |                       | 0   | Director Technical Production       |
|    |                       | 0   | Traffic Copy Coordinator            |
|    |                       | 0   | Production Assistant                |
|    |                       | 0   | Photographer (4)                    |
|    |                       | 0   | Local Sales Assistant               |
|    |                       | 0   | Multi Media Journalist              |
|    |                       | 0   | Anchor/Reporter (2)                 |
|    |                       | 0   | Promotion Coordinator               |
|    |                       | 0   | Master Control Operator (2)         |
|    |                       | 0   | Engineering Technician              |
|    |                       | 0   | Director Technical Production       |
|    |                       | 0   | Production Assistant (2)            |
|    |                       | 0   | Account Executive                   |
|    |                       | 0   | General Sales Manager               |

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| 45 | www.spotsndots.com   | 0 0 | Local Sales Manager<br>General Sales Manager |
|----|--|-----|--|
| 46 | *candidate inidcated as source, however station does not utilize*              | 1   | Local Sales Manager                          |
| 47 | Monster.com  *candidate inidcated as source, however station does not utilize* | 1   | Account Executive                            |
| 48 | *candidate inidcated as source, however station does not utilize*              | 1   | Photographer (4)                             |

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### Appendix 3 to

## Annual EEO Public File Report Form

## Covering the Period from 10/1/10 to 9/30/11

## Station Comprising Station Employment Unit KGAN

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KGAN

Type of Activity Under New EEO Rule:

## INTERNSHIP PROGRAM

The station has an internship program as defined below:

### Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

#### Program Objectives:

- Develop links with technical schools, universities and colleges to promote the station as a prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

#### Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

KGAN-TV had 7 interns during this period. These interns came to us from University of Iowa, Iowa City, IA (5), Mt. Mercy University, Cedar Rapids, IA (1), Western Illinois University, Macomb, Illinois (1).

Any person interested in internship opportunities should contact the station for more details.

### **TRAINING**

SBG, Inc and its station KGAN are equal opportunity employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for discrimination and appropriate workplace behavior including workplace harassment to its employees.

Workplace harassment training will be provided to all **new** employees upon hire. New employees will be registered for the *Workplace Harassment: Recognizing and Preventing Harassing Behaviors* course as well as the *Sinclair Broadcast Group Code of Business Conduct and Ethics* course. Additionally, all existing employees were also required to complete these courses by May 31, 2010. All existing Managers and newly hired or promoted managers and supervisors were required to complete a different course: *Workplace Harassment: Recognizing and Preventing Harassing Behavior - Managers Edition*. Additionally, all Training should be completed within the first 90 days of employment or promotion into a supervisory/managerial position.

## **EDUCATIONAL EVENT**

Date of Station Participation: 12/08/2010

Participating Employee: <u>Tiffany O'Donnell, Anchor</u>

Sponsor of Activity: Lisa Neff, Media Specialist, Erskine Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour", Tiffany hosted a group of 4th and 5<sup>th</sup> graders from Erskine Elementary School who participate in the school's journalism unit. She showed them all aspects from news, to commercial production, and master control and talked about her daily duties as news anchor. The students also watched a live newscast.

#### **EDUCATIONAL EVENT**

Date of Station Participation: 01/15/2011

Participating Employee: Phillip Plats, Director Technical Production & Greg Stuart, Programming

Director KFXA & Braedan Garrett, Editor

Sponsor of Activity: Xavier High School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour", the students came to the station to tape their newscast as part of their participation in the sate speech competition. They learned how to operate news production equipment and about the variety of careers in the broadcasting industry.

### **EDUCATIONAL EVENT**

Date of Station Participation: 03/09/2011

Participating Employee: Tiffany O'Donnell, Anchor

Sponsor of Activity: Erskine Elementary School, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Station Tour", Tiffany gave students that participate in the school's media program a tour of the newsroom and the studio. She talked about her career as an anchor. The students also watched a live newscast.

## **EDUCATIONAL EVENT**

Date of Station Participation: 03/18/2011

Participating Employee: Tiffany O'Donnell, Anchor

Sponsor of Activity: Springville Elementary Schools, Springville, IA

Brief Description of Activity and Station Participation: "Career Day", Tiffany visited with K-5 graders about her career as a journalist. She presented and then took questions from the students

#### **EDUCATIONAL EVENT**

Date of Station Participation: 08/25/2011

Participating Employee: Scott Picken, News Director

Sponsor of Activity: Paul Jensen, University of Iowa, Journalism Department, Iowa City, IA

Brief Description of Activity and Station Participation: "University of Iowa Journalism Class Career Opportunities", Scott was asked to speak to University of Iowa Journalism class about career opportunities in journalism and also the value of internships. This was followed up with one-on-one and group sessions with students discussing individual goals, needs and strategies for attaining future employment in the broadcast journalism field.

#### **JOB FAIR**

Date of Station Participation: 10/21/2011

Participating Employee: Greg Stuart, Programming Director KFXA

Sponsor of Activity: Frank Rubero, Iowa Works, Cedar Rapids, IA

Brief Description of Activity and Station Participation: "Job Fair", Greg participated the Fall 2010 Job Fair sponsored by Iowa Works, the State of Iowa Employment Agency located in Lindale Mall, Cedar Rapids. KGAN/KFXA was one of 69 employers and service providers represented at the fair. The Job Fair was attended by over 700 job seekers with a variety of backgrounds and abilities. Information regarding employment opportunities was distributed to over 70 job seekers at the event.

### JOB FAIR

Date of Station Participation: 02/08/2011

Participating Employee: Carissa Karr, Community Outreach & Brittney Hibbs, Reporter

Sponsor of Activity: University of Iowa, Iowa City, IA

Brief Description of Activity and Station Participation: "Job Fair", Carissa and Brittney talked with students about careers in communication and working at KGAN & KFXA. They informed students about the importance of intern ships before graduation.